

Ontario Budget Cuts Universities Will Lose Competitive Edge

CALLING UNIVERSITIES THE "key competitive edge" Finance Minister Ernie Eves announced in his economic statement Nov. 30 that \$280 million (15.3 per cent) in provincial funding is to be cut from the universities. To compensate for the cuts universities will be allowed to raise the basic tuition fees by up to 20 per cent next year. The increase in fees will only partially offset the cost of the cuts. Community college fees will also rise by 15 per cent and fees for foreign students will be deregulated.

Ontario professors and librarians say the Ontario government's funding cuts to the universities will put the economic prospects of students in jeopardy.

"The damage will be unprecedented," said Michael Piva, President of the Ontario Confederation of University Faculty Associations. "Many current programs will simply have to close, and new program development will grind to a halt. Personal interaction with faculty — which should be a central element of advanced education — will be even further cur-

tailed. And the cost of tuition fees may put universities out of reach for all but the affluent."

According to Bonnie Patterson of the Council of Ontario Universities Ontario's government grants, for each university student, are already the second lowest in the country and the result of the cutbacks will be to reduce them to the lowest of any of the 10 provinces.

"We had hoped that the government would have looked to the future of this Province when it determined its priorities. We believe that universities and their graduates are critical to economic recovery," she said. Unlike municipalities and school boards, universities have no other major unregulated source of income. The Council warns that the cuts will have an impact on Ontario's universities for years to come.

The transfer reductions come at a time when studies indicate that 60 per cent of all new jobs created by the year 2000 will require a university degree.

But the education cuts will mean that the universities will become less accessible. Higher tuition fees and the possibility of user fees

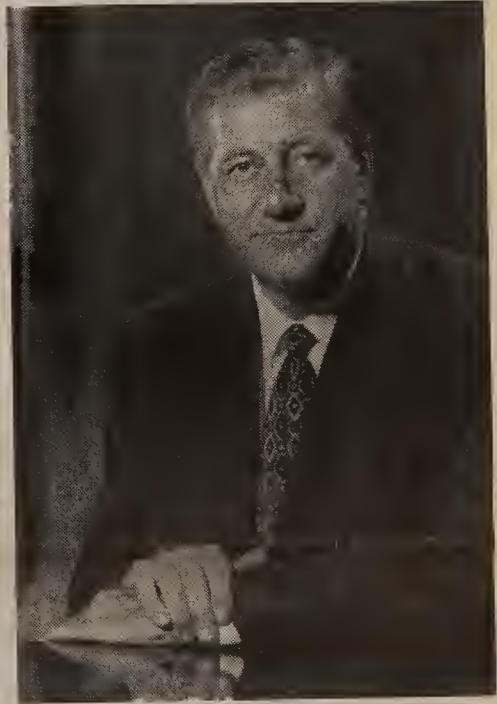
Premier Mike Harris heads government determined to cut.

on campus will cripple students' ability to pay even though ten per cent of the revenue generated by the tuition fee increases is to be set aside for student aid.

Although at the University of Ottawa the Vice-Rector (University Relations and Development) Jean-Michel Beillard says they are "ready to accommodate further growth in the number of students we accept" he added that "the magnitude of the cuts is such that the University cannot avoid the elimination of programs and layoffs."

Ontario's students will be competing for reduced spots and those that do manage to get in will face larger class sizes and a decline in service and quality. Students will think twice about the benefits of post-secondary education.

The government claimed that overall it would be cutting \$6 billion but the financial statement neglected to say that a large part of this saving will be used, not for reducing the deficit, but for a 30 per cent tax cut to Ontario's wealthiest citizens. ■



UMFA Defends Principles

THE RECENT BATTLE AT the University of Manitoba which put UMFA members on the picket line for three weeks was fought to safeguard the very essence of collective bargaining.

Through the efforts of mediator John Scurfield an agreement was reached, but not until after 10 months of abortive negotiation had brought the university dangerously close to losing the fall term.

The agreement reached incorporates the following

- Public accountability. External verification of any financial exigency along with binding language which requires the Board of Governors to meet the financial exigency

by other means than lay-offs if such means are in existence.

- Academic freedom. Protected because the smallest unit of discontinuance is the program. Decisions regarding lay-off shall be made by an academic redeployment committee.

- Academic integrity. The fall-out of possible closures from a genuine financial exigency is effectively decided by faculty councils and by the senate and its policy and planning committee. The Board can only reject the senate recommendation by a two-thirds majority for good and sufficient reasons.

- Closures for academic reasons. Agreed in principle including a senate veto.

At a press conference after the settlement was reached University President Dr. Arnold Naimark and Dr. Paul Phillips, Chief Negotiator for UMFA, buried the hatchet. They both credited the mediator with changing the tone of the negotiations and thus ensuring a positive result.

The ratification meeting was attended by some 700 faculty and passed the contract by a vote of more than 95 per cent. CAUT President Dr. Joyce Lorimer was on hand and noted that if UMFA had not been a bargaining agent under labour law and prepared to go on strike, the administration would have simply imposed their original outrageous terms. ■

Les lendemains du budget ontarien

QUALIFIANT LES UNIVERSITÉS d'avantages concurrentiels fondamentaux, le ministre des Finances, Ernie Eves, a annoncé dans son énoncé économique du 30 novembre dernier, que le gouvernement retrancherait 280 millions de dollars, soit 15,3 p. 100, du budget provincial réservé aux universités. En retour, les universités pourront augmenter les frais de scolarité de base jusqu'à concurrence de 20 p. 100 l'année prochaine. La hausse des frais de scolarité ne compensera que partiellement les coûts engendrés par ces compressions. Les frais des collèges communautaires augmenteront

également de 15 p. 100 et les frais de scolarité exigés des étudiants étrangers seront déréglés.

Selon les professeurs et les bibliothécaires de l'Ontario, les compressions que le gouvernement de l'Ontario impose aux universités mettront en péril la situation financière des étudiants.

Michael Piva, président de l'Union des associations des professeurs des universités de l'Ontario, a déclaré que ces mesures seraient sans précédent. «De nombreux programmes actuels devront être abolis et la création de

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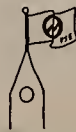
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As the computer age unfolds, learning environments and access to instructional materials, media and new technologies must be made more accessible for students with sensory and learning disabilities. See *Computers in Education — Easing the Way for Students with Sensory & Learning Disabilities*.

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CAUT commitment to the partnership of university librarians with faculty members in the scholarly and intellectual functions of the university has long been reflected in a number of CAUT policy statements on governance and academic status. It is therefore essential that librarians approach governance as the acceptance of our responsibilities as partners with faculty. See *Governance & Librarians — CAUT Policies Pave Path to Academic Status*.

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No Jobs for Life Under Tenure

BY PETER BOSWELL

UNIVERSITY TENURE AND ACADEMIC FREEDOM SEEM to be widely misunderstood concepts. The recent faculty strike at the University of Manitoba and the current impasse between the faculty and administration at Memorial University have brought the related issues of tenure and academic freedom into the forum of public debate.

Unfortunately, there seems to be a public perception of tenure as little more than a device to provide university professors with a job for life. The essential link between tenure and academic freedom is often overlooked.

Tenure is essentially a mechanism to protect university professors from being fired for expressing views or conducting research that may not be acceptable to or supported by a university administration, other professors, the government, or the community at large.

If universities are to be places of creativity, innovation, intellectual honesty and curiosity, the freedom to challenge accepted ideas and practices must be protected.

A recent editorial in the Canadian Association of University Teachers (CAUT) *Bulletin* noted that tenure offers professors "...the security within which they may push beyond the established frontiers of their discipline challenging accepted opinions and ideologies."

The editorial continued: "If governments truly see universities as the crucial engines of the evolving knowledge-based economy of the 21st century, then they must also accept that scholars who work in them must be free to create and reshape that knowledge without fear of dismissal or harassment."

The link between tenure and academic freedom was made very clear in a 1990 decision of the Supreme Court of Canada in which it ruled that the Canadian Charter of Rights and Freedoms does not apply to universities. In its place, the Supreme Court declared that "...tenure provides the necessary academic freedom to allow free and fearless search for knowledge and the propagation of ideas." The court went on to note that in order to achieve this academic freedom, faculty members "...must have a great measure of security of employment..."

That security of employment comes through tenure, something that modern universities do not grant easily. To achieve tenure today, the average professor will at a minimum have gone through at least eight years of university study, successfully completed a battery of increasingly comprehensive examinations, written an exhaustive doctoral thesis, and have completed a four-year probationary appointment during which teaching ability and research productivity will have been assessed.

Once granted, tenure does not mean that a university professor has a "job for life." Tenured professor can be and are removed for a variety of legitimate causes. The recently-expired collective agreement between Memorial University and the Faculty Association contains typical grounds for dismissal including "...persistent neglect of duties or for failure to maintain an acceptable standard of competence and performance in duties..."

Admittedly, firing a tenured professor for incompetence in teaching or neglect of research is a difficult process and many university administrations recoil from such action in all but the most flagrant cases. As a consequence, isolated cases of "deadwood" can be found in most Canadian universities. This is a regrettable, but relatively minor, side-effect of tenure in maintaining academic freedom.

Far more serious are the portents of what might happen if tenure were to be abolished. The case of Philippe Rushton, an Ontario psychology professor who was vilified in 1989 for producing a study which concluded that genetic differences in the races are directly linked to certain traits, including intelligence and sexual restraint, is instructive. The then-premier of Ontario, David Peterson, bowing to public pressure, stated that he would fire Rushton if he could. To its credit, the university defended Rushton's freedom to conduct and publish his research, although it supported neither his topic nor methodology.

Closer to home was the case of Marlene Weber, a professor in the School of Social Work at Memorial University during the late 1970s. Weber's probationary contract was not renewed, effectively denying her tenure. A subsequent inquiry found that Weber's dismissal was based not on a poor teach-

ing or research record, but primarily because she chose to publicly express her Marxist political beliefs on and off campus much to the annoyance of the university and the government. Memorial's administration was placed under censure by CAUT for several years as the result of that incident.

It is important to note, however, that while tenure is designed to protect those who may pursue unorthodox research or express controversial ideas, it is not meant to provide unlimited job security. In times of economic restraint and cutbacks, tenure does not prevent layoffs of professors or closures of departments and programs. It merely ensures that professors are not targeted individually.

This is what the faculty strike at the University of Manitoba was all about and it plays a large part in the current unrest at Memorial. Faculty associations want to play a meaningful role in deciding where cuts should be made and in ensuring that faculty layoffs are not based on criteria that would contravene academic freedom.

Tenure is an integral part of academic freedom, but it should not be confused with unlimited job security. ■

(Dr. Peter Boswell is a political science professor at Memorial University. Reprinted with permission, *Evening Telegram*, Nov. 18, 1995.)

COMMENTS? QUESTIONS?

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BARGAINING & BENEFITS

Academic Freedom, Licence & PIs

BY BILL BRUNEAU

ALL, OR NEARLY ALL TEXT-books on critical thinking discuss the detection of standard argument fallacies — Red Herring, Ad Hominem, Affirming the Consequent, Slippery Slope, Hasty Generalization, and so on. This year, as a member of the CAUT Committee on Performance Indicators and Accountability, I've had new opportunities to use the techniques of fallacy-detection. Consider the argument that PIs contribute to academic quality, yet do not affect academic governance. It's hard to see how statistics on cost-per-student-hour of Latin instruction, and "percentage probability of employment," would help make universities stronger.

Besides, PIs would further intensify competition among academics. Again it's unclear if competition would produce much more than ... more competition, or more "measurable outputs." In the United Kingdom, New Zealand, and perhaps now in Alberta, one effect of PIs has been that university teachers and students produce the numbers government wants. No one has shown that PIs improve

teaching or research.

The trouble doesn't end there. For in the last analysis, PIs pose a threat to academic freedom. The threat usually takes the form of a fallacy: False Dichotomy. "If you don't accept this kind of 'accountability,' aren't you just trying to teach and do research as you please, with complete licence?"

The CAUT, along with most writers on academic freedom, emphasize that academic freedom is freedom from arbitrary limits on scholarly inquiry and on teaching. It is not the freedom to do whatever we like, or the "freedom" to do as we're told.

Academic freedom is often described as a kind of promise — that academics need not fear political interference in their work. With that freedom goes an obligation: to be critical, critical of ourselves, our fields of study, our administrations, of government, and of society. The applicable standards of criticism are those of reason and ethics, and those of serious scholarship in each field of study.

This freedom might well be compromised under a system of PIs. Suppose a government says it will fund research work in the

University of X only if PIs show that faculty members' page counts, or their patent applications, or their grant totals, have met "standards," or show that the U of X has a higher PI rating than the U of Y. Would academics criticize PIs likely to produce higher grants for them? Would academics at risk of losing their funding feel free to criticize PIs — if it meant only that those PIs would be replaced by new and different PIs?

Much worse, wouldn't academics be under pressure to reorganize their teaching and research to suit PIs? And how could university senates ignore a system (such as that proposed in a 1994 Report of the Ontario Council on University Affairs [OCUA]) where institutions are rewarded for quickly "responding" to changes in the economy? They would be tempted, for the sake of desperately needed money, to revise degree programmes, to change faculty organization, whatever it takes to ensure that graduates get jobs in the EX-ACT fields for which they are trained (because that is one of the prime OCUA output indicators for teaching).

Proponents insist that PIs are

merely snapshots of "what universities do." "We have no thought of using them as control devices." But in fact, PI systems around the world include output indicators, and in every case, these output indicators "guide post-secondary education funding policy" and/or assist "in the redeployment of scarce resources."

The effect is to create an immediate and mechanical connection between what happens in the economy (or in government policy) on one hand, and university programmes/practices on the other hand. The connection is automatic, and it is controlling.

It is a great shame that the new PIs take so little account of the past. Universities have long been

accustomed to pay attention to the "real world" of the professions, the social conditions of the day, and the political circumstances in which they work. They have done sometimes too slowly, sometimes too quickly, but always freely. The result has been a system that embodies the freedom essential to learning and inquiry, and that accepts the social responsibility that goes with this freedom. It's not as though mutually agreed PIs are an entirely bad idea; what bothers us is the False Dichotomy that's used to justify them. ■

(Bill Bruneau is a former Vice-President of CAUT and is a professor in the Department of Social & Educational Studies at the University of British Columbia.)

TAX FACTS

Choose Year-End Options Carefully

BY STEVEN DYCK

A previous column discussed changes to year-ends for business and professional taxpayers moving from the existing system to either a modified off-calendar year system or a December year-end. Taxpayers can choose to move to a December year-end but cannot move back, so the decision requires careful consideration.

If the decision is to go to a December system, income from the "sub-period" (between the last day of the fiscal period ending in 1995, and Dec. 31, 1995) should be maximized. Some methods, such as reducing tax depreciation or bad debt reserves to nil, are specifically forbidden. But taxpayers can still control their income during this period by other methods. For example: a) ensuring all work performed up to Dec. 31, 1995 is billed, even if on an interim basis; b) not incurring major expenses or capital additions until after Dec. 31, 1995; and c) deferring discretionary items such as staff or spousal bonuses until after Dec. 31, 1995.

In the end, of course, taxable income is identical under either system. However, a taxpayer who anticipates steadily rising income gets a slight deferral by keeping his non-December year-end, paying instalments on last year's (lower) income level. The opposite effect will set in during years of declining income.

It is important also to consider how this will dovetail with RRSP contribution rules, which will not change although incomes for 10 years will be boosted by the add-back amounts. A taxpayer already at the maximum earnings level for RRSP purposes gets no extra room from adding on reserve-period income, which is thus lost for purposes of contribution room.

Lower-income taxpayers below the top bracket (taxable income above \$59,180) must remember that the sub-period add-back may be enough to put them into a high bracket every year. They may therefore consider reducing the sub-period income somewhat, or even — if they are subject to income-determined thresholds like child tax benefit or OAS clawback — consider taking the reserve into income as soon as possible. ■

(Steven Dyck, C.A., is a partner with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

Conférence sur les griefs et l'arbitrage

À VENIR...

du vendredi 26 janvier (19h30)
au dimanche midi 28 janvier 1996
Westin Harbour Castle, Toronto

SUJETS QUI SERONT ABORDÉS

- > Les modifications du droit du travail et les récentes décisions arbitrales
- > Le problème du choix des arbitres et du président ou de la présidente du tribunal d'arbitrage — le rôle des personnes nommées par le syndicat
- > Questions pratiques
Comment aider des collègues à présenter une plainte
Comment interroger un plaignant ou une plaignante
Qu'est-ce que la preuve
Quel est le rôle d'un témoin expert
Les stratégies pour obtenir un règlement officieux
Quand soumettre des griefs au Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPU
- > Prouver le rendement en enseignement
- > La responsabilité légale
La responsabilité légale des dirigeants syndicaux
Le devoir de représentation équitable
La responsabilité légale des professeurs et la garantie d'assurance
Le libelle diffamatoire ou la diffamation verbale
- > Activités professionnelles externes — l'incompatibilité d'engagement

S'ADRESSER À QUI?

La conférence offre aux agents de grief des associations de professeurs l'occasion de partager des renseignements et des idées, de s'informer sur les sujets et les préoccupations de l'heure en matière de grief et d'arbitrage dans les universités et d'en discuter. La conférence s'adresse également aux membres intéressés des associations de professeurs.

FRAIS D'INSCRIPTION

Avant le 2 janvier 350 \$
Après le 2 janvier 400 \$

POUR OBTENIR DES INFORMATIONS

Veuillez communiquer avec Nancy Gordon, ACPU
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Courriel électronique : ngordon@caut.ca

Grievance/Arbitration Conference

COMING UP...

7:30pm, Friday, January 26 to
Noon, Sunday, January 28, 1996
Westin Harbour Castle, Toronto

TOPICS TO BE ADDRESSED

- > Changes in Labour Law and Recent Arbitration Decisions
- > Problems with Selection of Arbitrators and Chairs — The Role of Union Nominees
- > Nuts and Bolts
How to help colleagues articulate their complaints
How to interview a grievor
What is evidence
What is the role of an expert witness
Strategies for informal settlement
When should grievances go to the AFAT committee of CAUT
- > Proving Teaching Performance
- > Legal Liability
Legal liability of officers of unions
Duty of fair representation
Legal liability of faculty and insurance coverage
Libel and slander by faculty
- > Outside Professional Activities — Conflict of Commitment

An informal session of universities with substantive television production facilities and substantial faculty involvement in television production — Coverage of faculty producers, royalties, copyright, etc. will be scheduled.

WHO SHOULD ATTEND?

This conference presents an opportunity for grievance officers from faculty associations to get together to share information and ideas, and to learn about and debate the current topics and concerns in grievance and arbitration on university campuses. Interested members of faculty associations are also welcome to attend.

CONFERENCE FEES

Before January 2 \$350.00
After January 2 \$400.00

FOR MORE INFORMATION

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Ottawa, Ontario K2B 8K2
Telephone: 613.820.2270
Facsimile: 613.820.7244
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Highlights of the 39th Council Meeting

- Rescinded: Policy statement on academic relations with South African universities
- Approved: Model clause on Fraud & Misconduct in Academic Research and Scholarly Activities
- Received for information: Information paper from the Librarians Committee *Image and Recognition — Academic Librarians: Their Role in the Mission of Canadian Universities*
- Approved: CAUT to undertake an impact study on the present and future harmful effects of funding cuts on universities
- Approved: Financial grant to CHOICES, a Manitoba based organization developing an alternative federal budget
- Approved: CAUT to join CANCOPY and the Canadian Education Association as an organizational member
- Authorized: CAUT to hire an actuarial consultant and pension lawyer to provide advice and investigate the issues related to the transfer of TIAA-CREF assets to SunLife Canada
- Carried: Resolution deploring the brutal repression of fundamental human rights and democracy in Nigeria

Council Resolution on Nigerian Repression of Human Rights

BE IT RESOLVED that CAUT deplores the brutal repression of fundamental human rights and democracy in Nigeria.

THAT CAUT inform Canadian academic staff that they carefully consider the extent to which their participation in academic symposia or other activities in Nigeria will be regarded as tacit if not explicit endorsement of the Government of Nigeria and its brutal desecration of the fundamental human rights of Nigerians.

THAT CAUT inform Canadian academic staff who consider involving representatives of the Nigerian government in classroom situations, symposia or research projects should realize that their participation will be regarded as a tacit if not explicit endorsement of the Government of Nigeria and its brutal and abhorrent policies.

(Moved by Waterloo — Saint Boniface)

Special Focus of November Council

Free Collective Bargaining & Tenure Under Attack

ATTACKS ON THE FREE collective bargaining process at Canadian universities and external assaults on the principle of tenure were the special focus of attention at the 39th meeting of CAUT Council held in Ottawa on Nov. 17-19.

On the first day of Council, delegates participated in a workshop and strategy session on the attack on collective bargaining rights. The forum was organized by the CAUT Collective Bargaining and Economic Benefits Committee.

The workshop examined issues such as use of conciliation to break contracts, and the attack by governments and university administrations on financial exigency and pro-

gram redundancy articles in collective agreements.

Of particular interest to delegates in the latter session was the strike report from the University of Manitoba Faculty Association.

The administration at Manitoba had originally proposed the abolition of the existing financial exigency and academic redundancy articles. Despite some refinements along the way, the administration's proposition had the effect of overriding the tenure and academic freedom articles of the collective agreement.

The faculty association was heartily congratulated by Council for its resolve and that of its members not to concede to the administration's demands on this issue in

the final settlement.

Council also welcomed Jeffery Sack QC, senior partner of Sack, Goldblatt and Mitchell, who provided insightful advice during the strategy portion of the workshop.

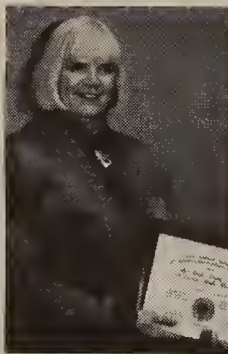
Responding to increasing criticism and attacks in the media and from the general public on the tenure process was also a major topic on Council's agenda.

On Saturday afternoon, delegates moved from plenary session to break-out groups to discuss this issue in depth.

On Sunday morning, each of the groups reported back to the main session and Council has authorized the Executive to act on the recommendations immediately. ■

Sarah Shorten Award Winner Lauréate du prix Sarah-Shorten

DR. LORNA CAMMAERT FROM the University of Calgary was presented with the 1995 Sarah Shorten Award at the November Council meeting. Dr. Cammaert's efforts and accomplishments on behalf of women at the University of Calgary embody the goals and qualities sought in the recipient of the Sarah Shorten Award. Dr. Cammaert's work within her university community and beyond has demonstrated commitment and leadership to the advancement of women in academe. Her teaching, research, faculty association and service involvement have all had a strong component of woman-positive advocacy and a great deal of success in making positive change for women that is felt across Canada. ■



Lorna Cammaert — Winner of the 1995 Sarah Shorten Award. Lorna Cammaert, de l'Université de Calgary, lauréate du prix Sarah-Shorten 1995.

M^{ME} LORNA CAMMAERT, DE l'Université de Calgary, a reçu le prix Sarah-Shorten 1995 à l'occasion de l'Assemblée de novembre du Conseil. Par ses efforts et ses réalisations pour la cause des femmes à l'Université de Calgary, M^{ME} Cammaert incarne les objectifs et les qualités recherchées chez les lauréates du prix Sarah-Shorten. Par son enseignement, ses recherches, sa participation aux affaires de l'association de professeurs et au service à la collectivité, elle a manifestement démontré son attachement à la défense des femmes et a contribué, avec beaucoup de succès, à modifier de manière positive l'attitude envers les femmes, un changement ressenti dans tout le Canada. ■

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Le Conseil se penche sur les charges contre la négociation collective et la permanence

LE CONSEIL S'EST RÉUNI À Ottawa du 17 au 19 novembre derniers. Pour sa 39^e assemblée, il a porté son attention sur les charges contre la libre négociation collective dans les universités du Canada et les attaques extérieures contre le principe de la permanence.

Lors de la première journée de l'assemblée, les délégués ont participé à un atelier et à une séance de stratégie abordant le dossier des charges contre les droits de négociation. Le forum a été organisé par le Comité de la négociation collective et des avantages économiques.

L'atelier a porté sur des questions comme le recours à la conciliation pour rompre des contrats, les attaques des gouvernements et des administrations universitaires contre les articles de conventions collectives prévoyant une urgence financière ou un excédent de programmes.

Le rapport de l'association des professeurs de l'Université du Manitoba, dont les membres viennent de terminer une grève de trois semaines, a particulièrement intéressé les délégués.

L'administration de l'Université du Manitoba avait d'abord proposé l'abolition des articles sur l'urgence financière et l'excédent de programmes, faisant ainsi de ces questions un droit de l'employeur. Malgré les quelques améliorations apportées par la suite, l'offre de l'administration avait pour effet d'annuler les articles de la convention collective sur la permanence et la liberté universitaire.

Le Conseil a chaleureusement félicité l'association des professeurs pour le règlement du conflit et pour son entêtement à ne pas céder à l'administration sur cette question.

Le Conseil a également reçu Jeffrey Sack, c.t., associé principal de Sack, Goldblatt et Mitchell, qui a donné de judicieux conseils pour

la partie de l'atelier traitant de stratégie.

L'ordre du jour du Conseil comportait un autre point important, soit la réaction aux critiques et aux attaques contre la permanence de plus en plus nombreuses de la part des médias et du grand public.

Le samedi après-midi, les délégués ont laissé la séance plénière pour se répartir en petits groupes afin de discuter de la question plus avant. Les groupes se sont penchés sur quatre points importants : les éléments des charges contre la permanence, l'origine de ces attaques, le moment des attaques et les moyens les plus efficaces pour les contrer.

Le dimanche matin, chaque groupe a présenté un rapport à la plénière et le Conseil a autorisé le Comité de direction à donner suite aux recommandations sans tarder. ■

Faits saillants de la 39^e assemblée du Conseil

- Abolition de l'Énoncé de principes sur les rapports universitaires avec les universités d'Afrique du Sud.
- Approbation de la clause modèle sur la fraude et l'inconduite dans la recherche et les activités intellectuelles.
- À titre d'information : le document d'information du Comité des bibliothécaires *L'image et la reconnaissance des bibliothécaires d'université : leur rôle dans la mission des universités canadiennes*.
- Approbation d'une étude d'impact de l'ACPPU sur les conséquences néfastes, actuelles et futures, des compressions budgétaires sur les universités.
- Approbation d'une subvention pour CHOICES, un organisme situé au Manitoba établissant un budget fédéral de rechange.
- Approbation de l'adhésion de l'ACPPU à CANCOPY et à l'Association canadienne d'éducation à titre de membre associé.
- Le Conseil a autorisé l'ACPPU à embaucher un actuaire et un avocat spécialisé dans les pensions pour la conseiller et étudier des questions reliées au transfert des actifs canadiens de TIAA-CREF à la Sun Life du Canada.
- Adoption d'une résolution sur la répression brutale de droits humains fondamentaux et de la démocratie au Nigéria.

Résolution du Conseil au sujet du Nigéria

IL EST RÉSOLU que l'ACPPU déplore la répression brutale des droits humains fondamentaux et de la démocratie au Nigéria.

IL EST RÉSOLU que l'ACPPU informe les corps universitaires canadiens qu'il songe sérieusement à la portée de sa participation à des symposiums ou autres activités universitaires au Nigéria. Cette participation sera considérée comme une approbation tacite, voire explicite, des actes brutaux du gouvernement du Nigéria envers les droits humains fondamentaux des Nigériens.

IL EST RÉSOLU que l'ACPPU informe les membres du corps universitaire canadien, qui envisagent d'inviter des représentants du gouvernement nigérien dans leurs classes, à des symposiums ou à des projets de recherches, qu'ils doivent être conscients que leur participation sera considérée comme une approbation tacite, voire explicite, des politiques brutales et odieuses du gouvernement du Nigéria.

(Proposé par Waterloo — Saint Boniface)

First Winner of Academic Librarians' Service Award

SUSAN JACKSON FROM CARLETON University Library was presented with CAUT's inaugural Academic Librarians' Distinguished Service Award at the Council meeting.

This award is given in recognition of outstanding service by and contributions of academic librarians or faculty to the advancement of the status and/or working conditions of academic librarians at

Canadian universities. In these respects Susan Jackson has given outstanding service and made substantial contributions to the status and working conditions of the academic librarians at Carleton University, and has, through her work locally, provincially and nationally, been an advocate for academic librarians and their place in the university. ■



Susan Jackson from Carleton University wins inaugural award. Susan Jackson, lauréate du premier prix des bibliothécaires.

Le prix des bibliothécaires pour services émérites

SUSAN JACKSON, DE LA BIBLIOTHÈQUE de l'Université Carleton, a reçu à l'assemblée du Conseil le prix des bibliothécaires pour services émérites, décerné pour la première fois par l'ACPPU.

Le prix est décerné dans le but de reconnaître les services remarquables de bibliothécaires ou de professeurs ayant contribué à l'avancement du statut ou des conditions de travail des bibliothécaires

d'universités canadiennes. À ce chapitre, Susan Jackson a fourni un travail exceptionnel et son apport au statut et aux conditions de travail des bibliothécaires de l'Université Carleton est considérable. Grâce à son travail à l'échelle locale, provinciale et nationale, Susan a défendu les bibliothécaires d'université et leur a revendiqué une place à l'université. ■

Les lendemains du budget ontarien

SUITE DE LA PAGE 1

nouveaux programmes s'arrêtera progressivement.»

D'après Bonnie Patterson, du Conseil des universités de l'Ontario, les subventions du gouvernement de l'Ontario par étudiant universitaire figurent déjà au deuxième rang des subventions les moins généreuses du pays. Les compressions auront pour effet de classer la province au dernier rang des 10 provinces.

«Nous espérons que le gouvernement, au moment d'établir ses priorités, penserait à l'avenir de l'Ontario. Nous estimons que les universités et leurs diplômés jouent un rôle vital dans le redressement économique», a-t-elle déclaré. Le Conseil prévient que les compressions auront des répercussions sur les universités ontariennes dans les prochaines années.

Les réductions des transferts se produisent au moment où des études révèlent qu'un grade universitaire sera nécessaire pour 60 p. 100 des nouveaux emplois créés d'ici l'an 2000.

Toutefois, les réductions dans le secteur de l'éducation rendront

plus difficile l'accès aux universités. En effet, à cause de frais de scolarité plus élevés et de frais d'utilisation possibles sur les campus, les étudiants auront de la difficulté à payer leurs études même si 10 p. 100 des revenus découlant de la hausse des frais de scolarité seront consacrés à l'aide financière aux étudiants.

Selon Jean-Michel Beillard, vice-recteur (Relations universitaires et développement) de l'Université d'Ottawa l'ampleur des compressions est telle qu'elle ne pourra éviter l'abolition de programmes et des licenciements.

Les étudiants de l'Ontario se feront concurrence pour obtenir une place et ceux qui auront réussi devront composer avec des classes plus populeuses ainsi qu'une baisse de la qualité et des services.

Le gouvernement soutient que, dans l'ensemble, les compressions se chiffreront à 6 milliards de dollars. Cependant, dans son énoncé économique, il a omis de préciser qu'une grande partie de cette économie ne servira pas à réduire le déficit mais bien à diminuer de 30 p. 100 l'impôt des citoyens les mieux nantis de la province. ■

French Students Protest Shortages of Staff & Funds

BY RONI AMELAN
Paris

FRANCE'S MINISTER OF EDUCATION, François Bayrou, has called on students to "behave responsibly" and end the strikes that have shut down many universities this month.

Student protests have intensified in the past two weeks. On one day of coordinated demonstrations, thousands of students and scholars took to the streets of French cities to protest shortages of funds and faculty members.

Mr. Bayrou's plea came after the students, often supported by presidents and board members, staged strikes and protests at the Universities of Caen, Marne-La-Vallée, Metz, Montpellier, Orléans, Pau, Perpignan, Toulon, and Toulouse III. Students at the University of Paris VIII were planning to join the growing ranks of strikers.

Student and faculty unions say the protests reflect the Education Minister's failure to placate growing discontent at universities where government allocations have fallen short of what was promised.

'Emergency Plan'

Mr. Bayrou last week promised to put together an "emergency plan" to insure that all universities received equal treatment. But he refused to say how much money would be available to help France's neediest institutions. The aid plan was to be put into effect over a period of four years, he said.

The Education Minister said he could not be specific about the provisions of the emergency plan until he had heard from the presidents of all of the universities.

Mr. Bayrou's refusal to provide financial details of the emergency plan prompted Claude Lécaille, secretary-general of the National Syndicate of Higher Education Teachers, France's largest faculty union, to describe the minister as "a brilliant humbug."

"The fundamental problem," said Mr. Lécaille, "is that the French government devotes 0.54 per cent of the gross domestic product to education." Spending should be doubled, to about \$18-billion, he added, "if young French people are to benefit from an adequate-quality education."

His call is not likely to be heard by the government, which has identified reducing the national deficit as one of its top priorities.

Responding to the spreading protests, Mr. Bayrou insisted that he would not be influenced by student unrest in determining which universities qualify for emergency assistance. His decision "will be based on what is just," he declared.

But educators are concerned that little new money will be provided, and that the most-deprived universities would be helped at the expense of institutions suffering from less-acute shortages of funds and staff members.

Some of the striking universities already have obtained promises of increased government resources, which has encouraged others to demand the same.

The first strike to bear such fruit, at the University of Rouen, ended after the Education Ministry promised to give the institution 188 new faculty positions over the next four years. The ministry promised 55 new appointments as of next autumn, along with a total of about \$1.8-million in emergency funds.

Student Complaints

Serious efforts on the part of the ministry to bring the protests in Rouen to an end were begun only after the press reported on student complaints that police had used excessive force to end a sit-in at the university.

"The student protests have been perfectly calm," said Carole Hazé, spokeswoman for the Independent National Union of Students. "The only violence so far has come from the police in Rouen."

Student unions across the country called for a national day of action on November 21 to protest conditions in French universities.

Meanwhile, leaders of the Conference of University Presidents have met with the ministry's higher-education director, Christian Forestier. They have described the talks as "constructive."

But a source close to the president's group expressed concern that the ministry's solutions involved appointing underemployed high-school teachers to university posts. The source said the presidents were worried that this approach would undermine the quality of research and turn their institutions into glorified high schools. ■

(Reprinted with permission from *The Chronicle of Higher Education*, November 24, 1995.)

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Computers in Education

Easing the Way for Students with Sensory & Learning Disabilities

BY LEO BISSONNETTE

AS THE COMPUTER AGE UNFOLDS, LEARNING environments and access to instructional materials, media and new technologies must be made more accessible for students with sensory and learning disabilities.

The two typical learning environments in our colleges and universities are the classroom and the student's own residence. For students with disabilities, human adaptations and interventions can be coupled with new technology to optimize learning opportunities in both of these settings.

New technologies, particularly in the field of computer hardware and software, can enhance learning opportunities. But there are also nontechnological ways to increase accessibility and many of these have not been utilized to their full potential.

Background

In 1980 Concordia University appointed the university's first coordinator of services for the handicapped with the mandate to undertake measures necessary to formalize services provided for disabled students. Today, Concordia provides support to students with visual, hearing, mobility, health-related problems and learning disabilities.

In the past 15 years services for disabled students at Concordia have evolved from a specialized program located within the Dean of Students Office, and originally serving six students, to its present position as an independent unit of advocacy and support services providing direct, professional services on two campuses to 200 students, as well as referral and support services to hundreds of faculty and staff.

Since it acquired its first computer in August 1982, Services for Disabled Students at Concordia has been committed to enabling students with a disability to prepare written material independently. We believe we have developed a broad understanding of what works best in software, adapted documentation and support.

Classrooms

Although classrooms are now only one of several learning environments in formal education today, they continue to be important learning environments for most students. The classroom is the centre for didactic presentation, dynamic demonstrations and interpersonal inquiry and discussion.

Notetaking is not a serious problem for most blind and visually impaired students. While visually impaired students use pens and pencils, blind students who use braille have long relied on the slate and stylus or manual braille writer. Some blind students have used tape recordings of classroom proceedings for later reference but few have found this technique helpful for rapid scanning and review.

Computer technology began to be used in the late 1970s, and today various laptop computers and dedicated notetaking devices give blind students alternative means for

notetaking with either braille or synthetic speech displays.

Human adaptation is the primary requisite for making other classroom activities appropriately accessible for blind and visually impaired students. Common problems confronted by these students in classrooms relate to the inability to read written information whether it appears on a chalk board, overhead projection, handout or video.

By merely reciting all material that is written on a chalkboard or overhead projection, an instructor can make it accessible to blind and visually impaired students and will assist other students who strain to read material from back rows.

This last point illustrates the value of promoting universal design of environments and products. When something is made accessible for people with disabilities, it is typically better for everyone else.

The written language difficulties of adults with learning disabilities have been well documented. Between 80 and 90 per cent of adults with learning disabilities exhibit written language disorders. Specifically, such adults have been found to demonstrate difficulty with grammar, punctuation, spelling, organization and coherency.

Several researchers (e.g., Collins, 1990; Primus, 1990) have found word processors valuable for helping those with learning disabilities compensate for written language difficulties. Unlike the conventional methods of writing using pencil and paper or a typewriter, word processors (whether stand-alone devices or personal computer) allow users to write without having to be overly concerned with making errors, since the text appears on the computer screen before it is printed out and can easily be corrected and enhanced.

When not preoccupied with the mechanical aspects of writing, those with learning disabilities are free to focus on the meaning of their written communication. This is important for adults with learning disabilities, who often have developed a fear of translating their thoughts into written language as a result of a history of writing problems. Knowing that they can simply generate language and correct errors later reduces anxiety and is often enough to liberate their writing abilities. As a result of using a word processor, many are better able to express themselves at a level commensurate with their intelligence.

Furthermore, since errors are easily corrected on the computer monitor before printing, users are more likely to end up with a neat and organized document. This helps develop a sense of pride in written work and may enhance the self-image of persons with learning disabilities. This, in turn, may result in a more positive way to approach writing tasks. The psychological benefits associated with word processing and post-secondary students with learning disabilities have been documented by Collins (1990).

Personal Residences

Personal residences are likely to become the most important learning environment for

most people in the future, especially with an emphasis on life-long learning. Personal residences traditionally have been the location where students of all ages have conducted school assignments — homework. Today we are on the threshold of an insurge of home-based learning options, many of which will be technology-based.

We cannot forget continuation of the traditional homework assignments. Instructional materials including texts and supplemental study materials must be made available in alternative formats for the blind and those with learning disabilities. Recording for the Blind (RFB) and other volunteer reading organizations have provided an important service for blind students for many years. This service will continue to be needed far into the future although the medium used for storage will probably evolve to include digital recordings which will be easier for students to search for specific chapters and sections.

It seems reasonable to assume that most students with sensory and learning disabilities at all levels of education will be using computers in their educational pursuits. Without question, computers have already demonstrated their value for students in the preparation of reports.

For a blind person, the change from writing in braille and with a typewriter to use of a word processing program can be monumental. Today, electronic reading machines and access to remote resources via the Internet make the reading of professional and educational materials much easier. Our students of today and in the future will have access to these important technologies to be used in their education.

RFB and other groups (like the Gutenberg Foundation) are now providing computerized (or electronic) versions of texts and classic works of literature. These materials are generically referred to as "e-text" versions of the print documents. E-text is still in its infancy but researchers are making significant progress in developing means by which publishers can have their copyrights protected.

A second residence-based learning modality is provided by an increasing number of audio-visual, multimedia, and computer-based learning modules and courses. These include teaching materials on videos, CD-ROMs, videodiscs and computer diskettes. The potential problem confronting students with sensory and learning disabilities again relates to the need for having these instructional materials appropriately captioned and described. We must continue to educate and pressure curriculum developers and publishers so they will respond to a growing market for accessible materials.

By addressing the accessibility needs of students with sensory and learning disabilities we can ensure that they will have the opportunity to experience equity in education with their peers. ■

(Leo Bissonnette is the Coordinator of Services for Disabled Students at Concordia University in Montreal.)

PRODUCT LISTINGS

New Media will be listing Canadian-made computer software based on information provided by the program developers or publishers. Programs listed should be of interest to Canadian academics, and preferably useful in the classroom. Any readers who would like to share information about their favourite Canadian-made programs with their colleagues are invited to send a message to the Editor of *New Media*.

Please get in touch directly with the companies listed for further information about their products and prices. The product descriptions and prices are supplied by the program developers or publishers and are not guaranteed by CAUT.

FULCRUM'S SEARCHSERVER

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NEW MEDIA

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CAUT Policies Pave Path to Academic Status

BY ELIZABETH CASKEY

CAUT COMMITMENT TO THE partnership of university librarians with faculty members in the scholarly and intellectual functions of the university has long been reflected in a number of CAUT policy statements on governance and academic status. It is therefore essential that librarians approach governance as the acceptance of our responsibilities as partners with faculty.

There is virtually no aspect of

our professional work that does not have some relationship to governance whether in a formal sense as a matter of right or decree achieved through collective bargaining or some other formal process (e.g. the legislated right to sit as full members of Senate) or in a more informal sense (e.g. membership on committees at all levels of the university which has not been mandated by negotiation or a formal agreement).

Participation in the policy and operational decision-making func-

tions of the library and the university is important both in order to achieve academic status and as an indicator of the recognition of that status by university administrations.

The purpose of this article is to review existing CAUT policies on governance both as they refer directly to the rights and responsibilities of librarians but also as they refer to all academic staff. These policies describe an ideal state, something to work towards. They must be adapted to suit the particular governing structure (sometimes imposed by provincial statute) found on each university campus. There may well be differing opinions on what should constitute the ideal state.

CAUT Policy Statement on University Governance

The CAUT Policy Statement on University Governance which was adopted in August 1994 deals with the administrative structure of the university — the Senate, the Board of Governors, the academic administration, and faculty associations and their rights and responsibilities. For this article we will focus on the Senate and on the academic administration.

Briefly the policy asserts that the Senate should be the chief academic decision-making body of the university and have power to debate and vote on the budget of the university.

Librarians should be elected along with faculty members and academic counsellors as regular members of Senate and not just be represented by the university librarian who usually sits as an ex officio member. As well, academic staff should constitute a majority of the membership of Senate. A Senate library committee is not mentioned as one of the recommended standing committees even though the library usually represents a substantial percentage of the university's budget and decisions about the library affect all faculties and disciplines.

The policy states that senior academic administrators should be chosen with the advice and consent of Senate as well as the Board of Governors. Deans are to be selected through a process approved by Senate and involving a search committee mainly chosen by faculty. The university librarian would be appointed by an analogous process which would ensure a substantial role for academic librarians.

The policy envisions that libraries should function much like faculties with the university librarian fulfilling a role similar to that of a dean with a library council composed of academic librarians, along the lines of faculty councils. The library budget should be discussed and voted on in the council along with other issues

and policies affecting librarians and the library.

Policy Statement on Workload and Governance for Academic Librarians at Canadian Universities

This policy statement was approved by the CAUT Council in October 1993. It formally recognizes that academic librarians are partners with faculty members in the scholarly and intellectual functions of the university and as such are entitled to academic status.

This means, in part, that procedures relating to librarians' terms and conditions of employment should be analogous to those of faculty. Librarians require provision for sabbatical, research or study leaves and must be able to devote time from their normal workload to research projects. They should also be eligible for paid and unpaid leaves of absence on the same basis as other faculty.

The policy recognizes that librarians have a duty to promote and maintain intellectual freedom in society — they must protect it and are entitled to full protection of their own academic freedom. This includes the right to exercise professional judgement in the acquisition of library materials and in ensuring that materials are accessible to all, no matter how controversial.

The policy states that librarians must be able to participate fully in academic affairs and therefore must be eligible for membership on all governing bodies of the university. Because librarians have an essential role in acquiring, developing and maintaining library collections which directly impact the overall teaching and research goals of the university librarians should participate in determining academic policies.

This means that they should be eligible to serve as elected members of the university Senate, or equivalent body, and its committees and should also be represented on any university committee whose mandate includes any aspect of the operation of the university library system.

All librarians should be members of a library council which would be equivalent to a faculty council with responsibility for the development of policies and procedures for the operation of the library.

Within the library itself where there are departments or divisions all librarians should have a role in the development of departmental and divisional policies and procedures with the right to sit on departmental or divisional committees. They should participate fully as members of search and appointment committees for all administrative and professional positions in the library.

CAUT Guidelines for the Appointment and Review of University Chief Librarians

In July 1987 a document covering the Appointment and Review of University Chief Librarians was adopted by both CAUT and the Canadian Association of College and University Libraries. This document was amended in April 1994 by CAUT, but has not been adopted by CAUCUL.

The document states that the chief librarian ranks with deans of faculties or schools and shares many of the same responsibilities. Thus procedures for the appointment and review of chief librarians should be similar to those used in the university for appointments at the same level. The search committee should be broadly representative of the major constituencies within the university and the library should be represented by professional librarians whose numbers constitute the majority of the selection committee. (This was a major change from the 1987 document.)

The selection committee is responsible for setting the formal qualifications and any special criteria required for the position, for reviewing the applications, establishing a short list of candidates and for arranging and conducting interviews.

It is also the responsibility of the committee to ensure that sufficient time is made for the professional librarians and support staff to meet formally and informally with candidates interviewed with feedback from these groups being considered before the selection is made. The previous policy asked only that librarians and support staff be allowed to interact with the candidates interviewed.

The policy states that once the committee has made a recommendation in writing to the president for the appointment of a candidate the president should reply in writing with the reasons for disagreement if the candidate is not acceptable. The committee may then choose to resubmit its recommendation or to submit a new one.

If an impasse is reached then a new committee should be formed and the position readvertised. The policy does not allow for the substitution by the president of another candidate over the objections of the search committee.

There should also be a formal review process analogous to that of decanal appointments conducted by a review committee established in the same manner and with a similar composition as the search committee (i.e. with a majority of librarians). The policy anticipates that incumbents will be reappointed only once. CAUT policies as they pertain to the appointment

See POLICIES... Page 9

1996 Sarah Shorten AWARD

Request for Nominations

The CAUT Status of Women Committee requests nominations for the 1996 Sarah Shorten Award.

The Sarah Shorten Award was established in 1990 to recognize outstanding achievements in the promotion of the advancement of women in Canadian universities.

Faculty associations, status of women committees, or any other interested parties are invited to submit nominations for the Sarah Shorten Award.

Nominations should include the following:

- a letter of nomination giving a detailed statement describing specifically the contributions and achievements of the candidate as they relate to the advancement of women in the university;
- a full curriculum vitae; and
- letters of support.

Please indicate your willingness to release your letter to the 1996 recipient of the award.

The criteria used by the Committee

for its recommendation to CAUT Council are as follows:

1. Candidates need not be a member of the university community but the results of their contribution(s) must have benefited women in the university;
2. Candidate's contribution(s) may have benefited any or all groups of women (faculty, students, staff) in the university community;
3. The form(s) of the candidate's achievement(s) may include but are not limited to the following: organizational leadership, policy implementation, legislation, publication, educational initiatives, or dedicated service;
4. The outstanding quality of the contribution may derive from the result of a single project or activity, or the accumulation of efforts through consistent involvement over a long period of time in supporting the advancement of women in the university; and
5. The candidate's contributions to the advancement of women in the university may have been focused locally (in a single university), provincially, regionally, nationally, or a combination of these.

Nomination deadline:

The nomination deadline for the 1996 Sarah Shorten Award is February 29, 1996, but the CAUT Status of Women Committee will entertain nominations at any time for future recipients.

Nominations should be addressed to:

CAUT Status of Women Committee
c/o Maureen Webb
Canadian Association of University Teachers
2675 Queensview Drive
Ottawa, ON K2B 8K2



**CANADIAN ASSOCIATION
OF UNIVERSITY TEACHERS**

TIAA-CREF: Partners for Life?

THE LAST ISSUE OF THE *BULLETIN* reported briefly on the intention of the Teachers Insurance and Annuity Association — College Retirement Equities Fund, TIAA-CREF, to withdraw its business from Canada, and to transfer its Canadian insurance and annuity contracts to Sun Life Assurance Company of Canada. The changes will affect approximately 5000 Canadian teachers, half of whom are already drawing pensions.

Policyholders received notification of the intended transfer of their assets in mid to late October, and were given until November 30 to decide how they wanted their retirement savings or annuities allocated among Sun Life funds. The transfer of business will be effective January 1, 1996.

The decision of TIAA-CREF to abandon its Canadian policyholders came as a complete surprise to policyholders. Many current and retired faculty have expressed concern that there has not been enough time to examine the all the options available to them under Canadian legislation and regulations.

The transfer of business must be approved by the Minister of Finance, and the Office of the Superintendent of Financial Institutions of Canada (OSFI) has the responsibility of reviewing the proposed transaction and making a recommendation to the Minister. OSFI has assured CAUT that they will be taking all comments into consideration before making their recommendation. OSFI has indicated that if there are valid reasons for refusing or delaying the approval they would do so, otherwise approval would go ahead.

In mid-November, Sun Life and TIAA-CREF held information

meetings for policyholders at the University of British Columbia, Simon Fraser University, Mount Allison University and the University College of Cape Breton.

CAUT has written to OSFI urging that there be a delay in approving the transfer of assets from TIAA-CREF to Sun Life for one year.

As well, CAUT has written twice to TIAA-CREF, once protesting their decision, urging that the transfer be postponed, and asking that they investigate other options including the option of grandfathering existing accounts.

At the direction of CAUT Council, CAUT has retained legal counsel to provide advice. CAUT wrote again to TIAA-CREF to assert that any elections the policyholders had been forced to make by Nov. 30 were made on a "without prejudice" basis. Among other issues, Counsel is investigating whether TIAA-CREF has violated fiduciary trust.

Policyholders have until December 18, 1995 to raise objections by contacting the Office of the Superintendent of Financial Institutions, 255 Albert Street, Ottawa, Ontario, K1A 0H2 (FAX: 613-993-6782).

Any policyholders with objections or questions are urged to contact Sun Life Canada at 1-800-835-3820. Sun Life is obliged to keep a record of these calls for the OSFI, and will differentiate between objections and enquiries.

Any policyholders who have not been informed directly by TIAA-CREF about this change are urged to contact Karen Ackerman (1-800-TIAA-CREF, extension 4654) or Anne Grubbs (1-800-TIAA-CREF, extension 3424). ■

Hannon Suspension Threatens Academic Freedom

ON NOV. 30, CAUT PRESIDENT Joyce Lorimer wrote to Claude Lajeunesse, President of Ryerson Polytechnic University to express CAUT's deep concern about the unwarranted suspension of Gerald Hannon from his teaching duties at Ryerson. Professor Hannon was suspended following an investigation into his private life.

Dr. Lorimer's letter, on behalf of CAUT, is as follows:

"As has become clear from the response of Mr. Hannon's colleagues and students, he is an excellent teacher who brings to the classroom precisely that free and provocative exchange of ideas between adults which is so central to a university education.

"Vice-President Dewson's preliminary investigation of Mr. Hannon's views is a violation of his academic freedom. From your public statements, it would appear that you have subsequently justified your suspension of Mr. Hannon, not on the basis of his views, but of an investigation of his behaviour, — that is, his public admission that he engages in prostitution in his private life. Mr. Hannon's private behaviour is no business of Ryerson Polytechnic University.

"While it is unfortunate for him, that he was driven by persistent media harassment to reveal it, Ryerson would surely prefer that he chose to take the route of honesty under the circumstances, rather than dishonest concealment.

"Mr. Hannon has committed no illegal act and his private behaviour has no bearing on the reputation of Ryerson Polytechnic University. There has been no evidence adduced that his personal activities, in any way, detracted from his performance and commitment

as a teacher. It is his performance as a teacher which can be the only matter of concern to his employer.

"As the national association of some 30,000 academic staff in Canada, CAUT has pioneered policies which have established the professional standards in matters such as academic freedom and professional rights, responsibilities and relationships.

"By its suspension of Mr. Hannon on the basis of a sustained witchhunt by a Toronto tabloid

newspaper, the administration of Ryerson has threatened the academic freedom of all faculty members at Ryerson and set the precedent that a university may arrogate to itself the right to investigate and set the standards for their private lives.

"In responding in such a hasty and ill-considered way to a piece of questionable journalism, Ryerson appears to be returning to the kind of Victorian administrative attitudes which have no place in a late twentieth century university." ■

PRIX Sarah-Shorten 1996

Appel de candidatures

Le Comité du statut de la femme de l'ACPPU lance un appel de candidatures pour l'attribution du prix Sarah Shorten de 1996.

institué en 1990, le prix Sarah-Shorten a pour but de reconnaître les réalisations exceptionnelles d'une promotrice de l'avancement des femmes dans les universités canadiennes.

L'invitation s'adresse aux associations de professeurs, aux comités du statut de la femme ou aux parties intéressées.

Les pièces suivantes accompagnent les mises en candidature:

- une lettre de mise en candidature énonçant en détail les contributions de la candidate à l'avancement des femmes à l'université et ses réalisations dans ce domaine;
- un curriculum vitae complet de la candidate proposée;
- des lettres d'appui.

Prière d'indiquer si vous consentez à ce que votre lettre soit remise à la lauréate de 1996.

Les critères dont le Comité se sert pour recommander une candidature au Conseil de l'ACPPU sont les suivants:

1. Il n'est pas nécessaire qu'une candidate soit membre de la communauté universitaire, mais le résultat de ses contributions doit avoir été à l'avantage des femmes à l'université;
2. Ses contributions peuvent avoir avantage l'un ou l'autre ou tous les groupes de femmes (professeures, étudiantes, membres du personnel) de la communauté universitaire;
3. Ses réalisations peuvent avoir eu diverses formes, notamment un leadership organisationnel, la mise en oeuvre de politiques, une mesure législative, la publication, des initiatives pédagogiques ou un dévouement exceptionnel.
4. La qualité remarquable de la contribution peut être celle d'un projet ou d'une activité unique ou bien peut être constituée par un grand nombre de réalisations échelonnées sur une longue période de temps, au cours d'un engagement suivi dans le soutien de l'avancement des femmes à l'université;
5. Ses contributions à l'avancement des femmes dans l'université peuvent s'être concentrées à l'échelle locale (dans une seule université), ou à l'échelle provinciale, régionale ou nationale, ou à tous ces niveaux à la fois.

Date limite:

La date limite de réception des mises en candidature pour le prix Sarah-Shorten 1996 est le 29 février 1996, mais le Comité du statut de la femme de l'ACPPU accueillera des candidatures n'importe quand pour les lauréates futures.

Prière d'adresser les mises en candidature à l'adresse suivante:

Comité du statut de la femme de l'ACPPU
a/s Mme Maureen Webb
Association canadienne des professeures
et professeurs d'université
2675, promenade Queensview
Ottawa (Ontario) K2B 8K2



**ASSOCIATION CANADIENNE
DES PROFESSEURES ET
PROFESSEURS D'UNIVERSITÉ**

CAUT Policies Pave Path to Academic Status

FROM PAGE 8

of deans do not differ significantly from these guidelines.

Model Clause on the Rights of Academic Librarians to Conduct Research as Part of Their Workload

A model clause is not a formal policy adopted by the CAUT Council but is rather a recommendation for appropriate language to be included in a collective agreement. It is informed by existing CAUT policies.

The model clause on research recognizes the importance of the continued development of librarians within the university academic community. Research, study, educational and other scholarly pursuits

are a normal part of workload and the clause states a librarian shall devote up to 40 per cent of normal workload to such pursuits if she or he elects to do so. It also states that this shall be considered in the librarian's performance appraisal, promotion, or tenure evaluation if the librarian elects to engage in such pursuits.

The acceptance by librarians of their responsibilities as members of the academic community is an extremely important aspect of governance.

At present very few of our institutions come close to the ideal embodied in these CAUT policy statements. Within individual institutions there is also great inconsistency — a library council may exist but librarians may not be allowed

to sit as members of Senate, librarians may have sabbaticals but not be able to participate meaningfully in the selection of the university librarian, etc.

One thing that is clear is that governance involves many interrelated issues including: different models — collegial or collective bargaining; the role of the academic staff association; formal university governing bodies; representation on university senates and boards; participation in decision making at all levels of our universities; the appointment and review of senior administrators; university librarians and library councils; participation in committees; and conditions of employment. ■

(Elizabeth Caskey is a member of CAUT's Librarians Committee.)



How Do You Surf a Swamp?

BY ANDREW D. MIALL

MAGAZINES AND NEWSPAPERS nowadays are full of enthusiastic articles about the information highway. We are told that the Internet is an "undiscriminating club," that we can "transmit information to 30 million net users," that the "Internet has become a worldwide library without walls," that software used to navigate Internet is a revolutionary tool that "provides users with unprecedented access to information," and so on. Why are we so ready to believe this stuff?

How about these propositions: The information revolution is largely an illusion. Information searches on the information highway are a joke. They are slow, use incomprehensible search techniques, and are ludicrously incomplete. Most communication is mindless babble. The true costs in time and money are enormous, and are largely hidden.

First of all, how do you gain access to the highway? Well, you need some expensive hardware, and knowledge of an unintelligible gibberish called a search protocol. You do it "through dialup to an Internet host running SLIP" because, of course, using "SLIP and PPP software allows protocols enabling computers ... to establish a link to a node ... " and so on, using ftp, http://, Gophers, Mosaics, Netscapes, and all those other effective communication techniques your old grandparent taught you. So to gain access to this so-called high-speed process you have to spend days, weeks even, boning up on codes and acronyms, and learning how to follow precise procedures that make no inherent sense. As computers are actually very stupid, if you make a single error your search may abort.

And it is not a high-speed process at all. A simple Gopher search of an e-mail address can take

L'ARTICLE SEMBLE INDIQUER QUE LA RÉVOLUTION informatique est surtout une illusion. Les recherches en direct sur l'autoroute de l'information sont stériles car elles sont lentes et les techniques utilisées pour effectuer ces recherches sont incompréhensibles. Les recherches sont également incomplètes parce que peu d'information a été codifiée. La plupart des communications ne sont que du babillage stupide. Les coûts véritables en temps et en argent sont énormes et sont cachés en grande partie. Les bibliothèques, où les vraies données sont convenablement emmagasinées, indexées et mises à la disposition de leurs utilisateurs, sont sous-financées généralement pour faciliter l'investissement dans une technologie plus perfectionnée.

La communication de textes et de graphiques en direct, dans le but entre autres de communiquer avec des organismes techniques, est loin d'être aussi efficace que les maniaques de l'ordinateur le laissent entendre en raison de l'absence de normes dans les logiciels et l'équipement.

La sélectivité est la clé de l'informatique efficace. L'enthousiasme suscité par l'autoroute de l'information est principalement le fait de maniaques de l'ordinateur et de personnes qui ont un produit à vendre. Acheurs, attention!

half an hour because of all the connections that have to be made, slow data transmission, and overcrowding on the "highway." It is necessary to search through layers of options, each one identified by more incomprehensible acronyms. Commonly, the search is terminated because there are too many others already on the line. You will spend many minutes simply sitting, waiting, staring at your screen, thinking about this high-speed revolution.

Many technical organizations, such as the Geological Society of America, now proudly announce that all their products and services are "on-line." We can communicate with the editor by e-mail and we can view and download publications on the "Web," but this amazing increase in efficiency takes nearly a page of gibberish to explain. You see, it all depends on which editor you need to communicate with, which hardware and which software you use and which they use. Protocols and printing instruc-

tions are different for each. If you get it wrong, forget it.

So how has your personal piece of the human condition been improved so far? You clutter up your brain with meaningless computer languages that have taken weeks to learn and hours to implement, when you could have been out there bringing up a family or rewriting the Constitution. And what do you get in an information search? A random assortment of whatever it has taken the fancy of a few enthusiasts and unthinking government departments, anxious to appear modern, to scan in, and the products of various commercial services, for which you will usually pay.

You want a magazine on-line? What on earth for? Can you take a computer screen fishing with you? Is it really comfortable reading with the terminal plunked on your bed? Most of what is out there is unedited junk. If you want to spend hours gossiping on the Internet, go ahead. If you think you can be better informed through the unedited burlings of Newsgroup junkies, be my guest. If you think anyone serious will devote quality time to answering questions about science, technology or anything else from some unseen stranger who will not pay for the cost of his or her time, then I have this bridge in Brooklyn you might want to inspect.

These wonderful advances do not come cheaply. The real cost of computer networks is hidden as "overhead" in the budgets of universities and government departments.

The U.S. National Science Foundation is now privatizing its Internet services. Hopefully the user will gradually be faced with paying the real cost of this expensive frill, and then perhaps the information highway will evolve

into its appropriate function, providing specialized services for individuals and organizations who can pay the real cost for something they actually want; for example, data exchanges between research groups.

Increasingly, organizations are making information available to their users and customers on the "Web," which is nice for those who have the appropriate skills and equipment, but what about those who don't? Are they to become second-class citizens? Will there be a tendency eventually to eliminate the printing and distribution of hard copies of brochures, guides, handbooks, and other information and documentation that is currently being prepared by universities for potential students, by tourist boards for potential visitors, by companies for potential customers? We are assured that this is the coming of the new age, but it has yet to be demonstrated to me that this is a better, cheaper, or more efficient way to distribute information. We are all being brainwashed to think that this is the case, but this does not necessarily make it so.

None of this would matter very much, except that it is in serious danger of diverting funds for "information" away from where the real information sources are — good old-fashioned libraries, full of paper and books, and with real people called librarians who know their stuff and are anxious to help. Library budgets are being seriously squeezed these days. University libraries are under pressure to reduce journal subscriptions and to stop buying specialized books; but they are under another kind of pressure to increase their electronic holdings and the electronic access thereto. Public branch libraries, which serve real communities, may be closed so that the main branch can invest in this latest technology.

I find electronic library services of minimal usefulness. I have never yet carried out a search within my specialized subject, geology (which uses a service called GeoRef), that I did not throw away in disgust. Typically, in the search output, there are those references which I already know about and those I don't want to know about because they are irrelevant, off topic, or out of date.

I find it incomprehensible that anyone could think that several centuries of evolving library practice could be improved upon by unskilled users sitting somewhere else and trying to find it all out by tinkering on a computer. The problem with computer searches is that you essentially have to know what you are looking for before you begin. Then you have to rely on the results being complete, which they commonly are not.

Even the elaborate Library of Congress indexing system cannot

always guide you to the exact kinds of data or articles you might want, because much real research involves searching existing material for insights that the original author might not have been aware of, and therefore the material was not indexed to reveal it.

Full-text searches, involving key words or strings of words, or Boolean search routines, rely on the entire library being available electronically. Do not be fooled about this. The amount of scanned-in documentation currently available for such searches amounts to about a wheelbarrow full of sand — with truck loads of more sand arriving every day.

Commercial on-line information services rely heavily on encyclopedias. Can an electronic version of something like the Encyclopedia Britannica substitute for an entire library? Good enough for the kids' school projects, maybe?

In my view, the key to effective use of computers is selectivity. Computer word processing has revolutionized the way we write, and has generated whole new industries based on desktop publishing. Modern science and engineering would now be unthinkable without computers for data manipulation and management.

However, computers have had virtually no impact on the way I teach or do library research, and serve a very limited function in communication (yes, I do have an e-mail address, and I use it quite often. The submission of this article to the CAUT Bulletin and all the correspondence about it was carried out by e-mail).

Literature research is still carried out best manually. There is no substitute for hard copies of books and journals. They are easy to use, carry around, flip through, browse and copy. And there is no substitute for personal service from a human being, whether it is at a library, a specialty store or a travel agent.

Just remember this: the enthusiasm for the information highway comes mainly from computer junkies and those with a product to sell. And by the way, everything I have said here has been said better and argued more completely by Clifford Stoll in his book "Silicon snake oil" (Doubleday). Read it before you spend another dollar on computer technology! ■

(Andrew Miall is a Professor of Geology at the University of Toronto and a Fellow of the Academy of Science, Royal Society of Canada. He specializes in the study of sedimentary basins and petroleum geology.)

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

A.U.I.K. CALL FOR PAPERS

The Association for the Unity and Integration of Knowledge will be holding its 3rd meeting at the Brock University Learned May 28 - 30, 1996. If interested in presenting a paper, please submit abstract by Jan. 31, 1996, to R. Glasberg, Faculty of General Studies, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4; Fax 403-282-6716. Info on the goals of AUIK can be obtained at the same address.

WANTED: RETIRED PROFESSORS

Your experience and expertise are needed by professors and students in developing countries. If you are interested in using the Internet to form co-teaching, tutoring, or consulting relationships with these professors and their students, we need your input. With funding from the Canadian Bureau for International Education and the Society for the Psychological Study of Social Issues, we are examining the feasibility of retired professors in Canada and other developed countries volunteering to initiate co-teaching, consulting, or tutoring relationships on the Internet with professors and students in developing countries. We need a sample of retired professors who are willing to add their names to our list of potential co-teachers, tutors, and consultants, and to complete a short questionnaire. If you can help, please contact Professor Warren Thompate at:

Mail: Department of Psychology, Carleton University, Ottawa, Ontario K1S 5B6
E-Mail: warren.t@ccs.carleton.ca
Phone: (613) 738-2600 x 2706
Fax: (613) 738-3667



Efficiency Throttles Academic Freedom

Conrad Russell:
Academic Freedom

Routledge, London and New York,
1993; 119 pp. \$16.95 US

BY HOWARD WOODHOUSE

THIS BOOK SHOULD BE READ by all those who care about universities and their future. Arising from the political struggle over the British Education Reform Bill (1988) and the Further and Higher Education Act (1992), Russell articulates arguments designed to be "minimum negotiating positions for the restoration of trust between Universities and the State."

Lord Russell's defence of the principles of academic freedom is a model for all who value the freedom to inquire critically into knowledge and to question the presuppositions underlying knowledge claims. With considerable courage and wit he defends these principles against a government that was bent on undermining them, showing his arguments to be based on a shallow, market-oriented misunderstanding of the nature of the university. As professor of British history at King's College, University of London and a member of the House of Lords for the Social Democratic Party, he is well placed to do so. Moreover, as a son of the eminent philosopher who himself lost his Cambridge fellowship when imprisoned for his views on World War I, and then was refused a professorship at City College of New York because of his views on marriage and morals, this Lord Russell can claim a fine pedigree of rational dissent.

He shows how the British government has subjected the life of the university to market principles. Every activity from teaching to learning to research is now valued by what it contributes to private wealth. More specifically, the notion of "efficiency" dominates so that traditional academic values of truth seeking, whereby the pursuit of knowledge is valued for its own sake, are excluded.

This narrow notion of "efficiency," meaning reducing the costs of all university activities, is a clear threat to academic freedom. Academics can no longer make judgements about the quality of research or teaching, defend the most appropriate kinds of learning activities for their students, decide on the size of their institutions or even maintain the standards of their degrees. All these activities are now subsumed under the one general rubric of "efficiency," a centrally imposed ideology, driving universities inexorably toward intellectual conformity.

Lord Russell recognises only too clearly that any market-based criterion like this undermines the process of knowledge-seeking at the core of the university. The systematic devaluation of curiosity-based research in favour of contract research, often shoddily carried out for corporate "customers," and the concomitant loss of "intellectual property" to the private sector concern him deeply. The pedagogical relationship between lecturers and students is similarly undermined, precisely because tutorials and seminars, where the ideas clash most readily are too costly to be "efficient." The results are quite clear: "the mechanical acquisition of rote learning...is all that the new 'efficient' teaching methods can admit." In both research and teaching, therefore, "efficiency" dispenses with academic freedom in favour of market relations between researchers, on the one hand, and professors

and students, on the other.

As Russell shows, this market model fails to recognize the distinctive workings of the university. Once the student is considered a "customer," true education is undermined:

"The principle that 'the customer is always right' can only apply in fields in which the satisfaction of the customer is the ultimate objective. It cannot be the ultimate objective in fields in which the pursuit of knowledge for its own sake is the ultimate objective."

In an epilogue, Lord Russell draws certain conclusions based on the events which overtook its composition: the passage of the Further and Higher Education Act, the onset of a new funding scheme for British universities, and the re-election of the Conservative Government. These spell "an entirely new round of debate" in which the "negotiating demands" articulated in the text of the book should be "regarded as having failed." The new funding formula, whereby universities must compete for students so as to augment their numbers and meet costs, erodes the quality of any programs offered and takes decision-making totally out of the hands of academics. Moreover, research funding is now distributed by research councils, not awarded to universities in proportion to their student numbers, and allocated to "selected universities while the remainder are to do without." As Lord Russell points out, a university which does not do research is a bizarre creature rather "like a

bicycle without wheels," a contraption whose purpose has been stripped away, making it "entirely useless." These reforms all stem from the principle of "efficiency," the unit costs of students and research are slashed and "used as a battering ram to take academic judgement out of academic hands."

Russell asks what universities can do to resist these reforms. No answer really satisfies him, but he spells them out with clarity. One possibility is for universities to charge top-up fees in addition to state funding. This would create a small university sector, whose students are selected on the basis of parental income rather than ability, "deplorable" but "less bad than the present situation." Alternatively, universities could never accept any money from the state, maintaining a private status. "Such a strategy is very high risk indeed," because it ensures that university education is restricted to the wealthy. Finally, Oxford and Cambridge alone could become strictly private universities, ensuring "two real universities." The rest, who would remain in the public sector, would be obliged to compete with these two, thereby maintaining certain standards of research, scholarship, and teaching. While he finds this option "repugnant" and risky, Russell asks "whether it would be more repugnant than the alternative," namely the loss of universities altogether, forced into extinction by the state's refusal to pay their true cost. In either case, a society unwilling to

pay for universities should face up to the significant losses to its cultural, educational, and economic life that will result.

While the situation in Canadian universities may appear somewhat less desperate, the issues that Russell raises are concrete ones with which we are now being faced. The kinds of reforms so clearly analyzed here are already becoming fact in Alberta and Nova Scotia where the criterion of "efficiency" is being used in the same fashion as in Britain to cut and slash university programs not directly feeding the market. Moreover, the recently elected Premier of Ontario has proposed that tenure be abolished, one of the many reforms that accompanied the British Education Reform Bill. Lest anyone still believe that the market model is in any way liberating, a recent article in the *CAUT Bulletin* by Maureen McNeil, a British academic who spent a year teaching at Mount St. Vincent University, may dispel the myth (May 1995). More generally, Russell's book helps us to understand just how the market model threatens academic freedom and makes university education impossible. His rich analysis leaves us in no doubt about the dangers involved or the courage that it takes to resist them. ■

(Howard Woodhouse is with the College of Education, at the University of Saskatchewan.)

(CAUT Past-President Alan Andrews is the Bookshelf page editor; facsimile: (613) 820-2417; e-mail: andrews@acadalia.ca)



CALL FOR APPLICATIONS 1996-97 ACUNS Dissertation Awards

As part of the effort to invest in the next generation of scholars and with financial support from the Ford Foundation, the Academic Council on the UN System has established a competitive awards program for four ACUNS members who are social scientists or the equivalent for legal scholars. These awards can be used independently or in conjunction with another fellowship. Subsequent to review by an independent selection committee, these awards will be disbursed in July 1996 to cover the period 1 July 1996 - 30 June 1997.

A completed application will include a 3 - 4 page description of the applicant's dissertation or pre-dissertation research proposal, curriculum vitae, and at least one letter of recommendation from the applicant's doctoral mentor or a faculty member who knows his/her work. It is the sole responsibility of the applicant to ensure that his/her dossier is complete by the application deadline. **Completed applications must be postmarked no later than February 1, 1996.**

Applicants must be ACUNS members and will be notified of the decision of the selection committee during April 1996. For further guidelines and an application form, please contact:

ACUNS • Brown University • Box 1983
Providence, RI 02912-1983
Attn: Dissertation Awards
Tel: 401/863-1274 • Fax: 401/863-3808
Email: ACUNS@brown.edu

Call for Applications

1996 ACUNS/ASIL Summer Workshop on
International Organization Studies

Brown University, 28 July - 9 August 1996

*The Role of Governmental,
Intergovernmental, and Nongovernmental
Institutions in Global Governance*

Completed applications must be postmarked by **February 15, 1996**. Twenty-five participants will be selected on a competitive basis: approximately ten from North America, five from the United Nations secretariat, and ten from outside North America. Selections will be made and participants notified in April 1996. For more information and application guidelines, please contact:

ACUNS/ASIL Summer Workshop
Brown University, Box 1983
Providence, RI 02912-1983
Attn: Program Assistant
Tel: 401/863-1274
Fax: 401/863-3808

Funding for this workshop is provided
by the Ford Foundation.

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World Wildlife Fund
90 Eglinton Ave. E. Suite 504
Toronto, ON M4P 2Z7



CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the Executive Committee, namely: CAUT President, Vice-President, Treasurer, and two Members-at-large. Nominations are also being sought for election to positions on the four CAUT Standing Committees: Academic Freedom and Tenure — one vacancy; Collective Bargaining and Economic Benefits — Person Chairing, two vacancies; Librarians — three vacancies; and Status of Women — two vacancies. Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May 1996.

DESCRIPTION OF POSITIONS

The President: Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President: Responsible, in particular, for the publications program of CAUT and, as a senior officer, for assisting the President with his or her responsibilities.

The Treasurer: Responsible for the preparation of draft budgets and financial statements and for ensuring that proper controls remain in place to ensure the financial integrity of the Association.

COMMITTEE MEMBERS

Academic Freedom and Tenure Committee

Nominees for positions on the Academic Freedom and Tenure Committee should have considerable experience in the area of professional rights, grievances and discrimination policy. Nominees should also have knowledge of policy matters pertaining to academic rights. Nominees should be willing and available to dedicate

considerable time to the work of the Committee between meetings including fact-finding missions, drafting of documents, and other related duties. Nominees for the Person Chairing normally must have served at least one year on the Committee.

Collective Bargaining and Economic Benefits Committee

Nominees for positions on the Collective Bargaining and Economic Benefits Committee should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. Elected members shall normally serve for three year terms, with the possibility of one renewal, and should be able to commit time in between meetings (four per year) to the work of the committee, including conference planning, drafting of documents and other related activities.

Librarians' Committee

Nominees for positions on the Librarians' Committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the Committee's work between meetings (three per year), including the biennial conference, annual insert to the *Bulletin*, drafting or editing documents, responding to enquiries and other related activities.

Status of Women Committee

Nominees for positions on the Status of Women Committee should have considerable experience representing the interests of and coordinating strategies promoting the status of women. Nominees should also have knowledge of policy matters pertaining to the status of women. Nominees should be willing and available to dedicate considerable time to the work of the Committee between meetings (four per year) including the Status of Women

Conference planning (held once a year), annual *Bulletin* insert, drafting of documents, and other related duties.

TERM OF OFFICE

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year; the term of office for the Treasurer is two years. The term of office for the Person Chairing the Collective Bargaining and Economic Benefits Committee is two years. The term of office for members of CAUT Standing Committees is three years.

NOMINATION PROCEDURE

Nominations should be sent to:

Professor Mark Sandilands
Person Chairing, Elections and Resolutions Committee
CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2

They should include:

- A letter of nomination.
- A brief statement of why the nominator feels the nominee is qualified to serve.
- The agreement of the nominee to serve if elected.
- A completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT) and,
- For nominees to the Academic Freedom and Tenure Committee, a full academic curriculum vitae.

Note: Information on release time for CAUT Officer positions and CAUT Standing Committee Chairs can be found in the Information Service tab no. 48 pages 4-7.

NOMINATION DEADLINES

- Academic Freedom and Tenure Committee: January 7, 1996
- Collective Bargaining and Economic Benefits Committee: January 7, 1996
- Librarians' Committee: January 7, 1996
- Status of Women Committee: January 7, 1996
- All other nominations: March 31, 1996 if possible



APPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS DE L'ACPPU, DE PRÉSIDENTS ET DE MEMBRES DES COMITÉS PERMANENTS DE L'ACPPU

Nous sollicitons activement des candidatures à des postes au Comité de direction, soit: la présidence, la vice-présidence, la trésorerie, et deux postes de membres ordinaires de l'ACPPU. En outre, nous sollicitons des candidatures à des postes aux quatre comités permanents de l'ACPPU: un poste au Comité de la liberté universitaire et de la permanence de l'emploi; deux postes au Comité de la négociation collective et des avantages économiques dont celui de la présidence; trois postes à celui des bibliothécaires; et deux postes au Comité du statut de la femme. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en mai 1996.

DESCRIPTION DES POSTES

La présidence: La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence: La personne élue est responsable, en particulier, du programme des publications de l'ACPPU et, en tant que dirigeant supérieur, elle aide la présidence ou le président à s'acquitter de ses responsabilités.

La trésorerie: La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'Association.

LES MEMBRES DES COMITÉS

Le Comité de la liberté universitaire et de la permanence de l'emploi

Les candidats et candidates à des postes du Comité de la liberté universitaire et de la permanence de l'emploi devaient avoir une expérience considérable dans le domaine des droits professionnels, des griefs et des politiques concernant la discrimination. Ils devaient également connaître les questions de principe relatives aux droits des universitaires. Les candidats et candidates devaient être disponibles et prêts à consacrer

beaucoup de temps aux travaux du comité entre les réunions et à participer, notamment, à des missions d'enquête, à la rédaction de documents et à d'autres tâches connexes. Les candidats et candidates à la présidence doivent normalement avoir siégé au moins un an au comité.

Le Comité de la négociation collective et des avantages économiques

Les candidats et candidates à des postes du Comité de la négociation collective et des avantages économiques devaient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse d'avantages économiques. Les membres élus siègent normalement trois ans au comité et leur mandat peut être renouvelé une fois. Ils devaient également pouvoir consacrer du temps aux travaux du comité entre les réunions, qui ont lieu quatre fois par année, notamment en organisant des colloques, en rédigeant des documents ou en participant à des activités connexes.

Le Comité des bibliothécaires

Les candidats et candidates à des postes du Comité des bibliothécaires devaient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université. Ils devaient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions, qui ont lieu trois fois par année, notamment en participant à l'organisation du colloque biennal, au supplément annuel du *Bulletin*, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes.

Le Comité du statut de la femme

Les candidates à des postes du Comité du statut de la femme devaient avoir une expérience considérable dans la représentation des intérêts des femmes et dans la coordination de stratégies mettant en valeur la condition des femmes. Les candidates devaient également connaître les questions de principe touchant la condition des femmes. Elles devaient être disponibles et prêtes à consacrer beaucoup de temps aux travaux du comité entre les réunions, qui ont lieu quatre fois par année, et à l'organisation de la conférence annuelle du statut de la femme, au

supplément annuel du *Bulletin*, à la rédaction de documents et à d'autres tâches connexes.

MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat de la trésorerie est de deux ans. Le mandat de la présidence du Comité de la négociation collective et des avantages économiques est de deux ans. Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à:

M. Mark Sandilands
Président, Comité des élections et résolutions
ACPPU, 2675, promenade Queensview
Ottawa (Ontario) K2B 8K2

Les pièces suivantes doivent accompagner les mises en candidature:

- Une lettre de mise en candidature.
- Une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues.
- L'accord du candidat ou de la candidate de siéger au comité advenant son élection.
- Une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs ou de l'ACPPU et,
- Pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Note: Les renseignements au sujet du dévouement pour les postes au Comité de direction ainsi que des présidences des comités permanents de l'ACPPU se trouvent dans le service d'information, sous l'onglet 48, aux pages 4-7.

DATE LIMITE DES MISES EN CANDIDATURE

- Le Comité de la liberté universitaire et de la permanence de l'emploi: le 7 janvier 1996
- Le Comité de la négociation collective et des avantages économiques: le 7 janvier 1996
- Le Comité des bibliothécaires: le 7 janvier 1996
- Le Comité du statut de la femme: le 7 janvier 1996
- Toutes les autres mises en candidature: le 31 mars 1996 si possible

CLASSIFIEDS

reference sent to: Dr. Vem Parthasarathy, Chair, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G1. The application deadline is January 31, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the work place and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities and members of visible minorities.

BIOLOGICAL SCIENCES

THE UNIVERSITY OF LETHBRIDGE—Faculty of Arts and Science, Department of Biological Sciences, Assistant Professor, three-year term appointment in Environmental Biology beginning July 1, 1996, subject to budgetary approval. PhD required by the appointment date. Post-doctoral experience, teaching experience, and evidence of ability to develop an externally funded research program will be assets. Preference will be given to applicants who study/interact in molecular techniques and systems or process oriented research (e.g. population biology, phylogeny) will be assets. Opportunities for collaborative research with Agriculture Canada scientists and for graduate student supervision exist. The appointee will be expected to teach in the lower and upper level undergraduate program, including field courses in environmental biology and to develop a strong research program in accordance with Canadian Immigration Regulations. This advertisement is directed to Canadian citizens and permanent residents of Canada. The University expects to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current salary for an Assistant Professor is \$37,350.00 minimum per annum. Applicants should submit a letter of application, including a curriculum vitae, transcripts, statement of research interests, statement of teaching philosophy, a maximum of three important and recent publications, and names of referees. Arrange for this material and for three letters of recommendation to be sent to: Dr. Gail R. Michener, Chair, Department of Biological Sciences, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4. E-mail: michener@lethbridge. The closing date for applications is January 31, 1996.

UNIVERSITY OF BRITISH COLUMBIA—A position for a Research Associate will be available in 1996 (subject to success in the current granting competition) in a laboratory working on mammalian protein tyrosine phosphatases. Structure-function relationships involving these enzymes and associated signaling proteins will be analyzed by biochemical and genetic methods. A PhD in Biochemistry and four or more years of post-doctoral experience in the area of protein tyrosine phosphatase biology are required. A knowledge of enzymology and enzyme kinetics, as well as experience with a range of techniques, including: protein purification and recombinant protein expression, immunoblotting and immunoprecipitation, antibody generation and purification, mammalian cell transfection, standard molecular biology techniques (Northern analysis, PCR, cloning, expressing vector development, site directed mutagenesis), as well as experience in methods employing the surface plasmon resonance technique, will be essential. A history of research publications in the area of protein tyrosine phosphatases will also be taken into consideration. The successful applicant will be knowledgeable, highly motivated, experienced in the preparation of manuscripts, and be able to work independently. Deadline for application is January 31, 1996. Send curriculum vitae to the attention of the Administrator, The Biomedical Research Centre, 2222 Health Sciences Mall, The University of British Columbia, Vancouver, B.C. V6T 1Z3. We welcome all qualified applicants, especially women, Aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

BIOMEDICAL RESEARCH

UNIVERSITY OF BRITISH COLUMBIA—A position for a Research Associate will be available in 1996 (subject to success in the current granting competition) in a laboratory working on mammalian protein tyrosine phosphatases. Structure-function relationships involving these enzymes and associated signaling proteins will be analyzed by biochemical and genetic methods. A PhD in Biochemistry and four or more years of post-doctoral experience in the area of protein tyrosine phosphatase biology are required. A knowledge of enzymology and enzyme kinetics, as well as experience with a range of techniques, including: protein purification and recombinant protein expression, immunoblotting and immunoprecipitation, antibody generation and purification, mammalian cell transfection, standard molecular biology techniques (Northern analysis, PCR, cloning, expressing vector development, site directed mutagenesis), as well as experience in methods employing the surface plasmon resonance technique, will be essential. A history of research publications in the area of protein tyrosine phosphatases will also be taken into consideration. The successful applicant will be knowledgeable, highly motivated, experienced in the preparation of manuscripts, and be able to work independently. Deadline for application is January 31, 1996. Send curriculum vitae to the attention of the Administrator, The Biomedical Research Centre, 2222 Health Sciences Mall, The University of British Columbia, Vancouver, B.C. V6T 1Z3. We welcome all qualified applicants, especially women, Aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

BOTANY

UNIVERSITY OF TORONTO, Erindale Campus—The Department of Botany of the University of Toronto, Erindale Campus, invites applications for a full-time, tenure track position at the Assistant Professor level in plant ecology. Applicants must have a PhD degree and postdoctoral experience a preferable. The successful candidate will be expected to develop an internationally recognized research program, to teach introductory ecology, and to participate in advanced undergraduate and graduate teaching, according to his or her area of specialization. The position is directed toward Canadian citizens and permanent residents of Canada. In accordance with the Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, Aboriginal peoples and persons with disabilities. Applications, including a curriculum vitae, brief statement of research interests, and three letters of reference, should be sent to: Dr. J.B. Anderson, Plant Ecology Search Committee Chair, Department of Botany, Erindale Campus, University of Toronto, Mississauga, Ontario L5S 1C5 Canada by January 15, 1996. This position is

conditional on budgetary approval by the University of Toronto.

BUILDING STUDIES

CONCORDIA UNIVERSITY—Centre for Building Studies. The Centre invites applications for a tenure-track faculty position at the rank of Assistant or Associate Professor in the area of Building Illumination, artificial and daylighting, with emphasis on the built environment and its relation to daylighting. Successful candidates will have a PhD in building engineering or the equivalent in the area with accomplishments in teaching and publications and/or comparable related experience. Duties include teaching at graduate and undergraduate levels, supervision of student research publications and/or comparable research funding. Eligibility for membership in a Canadian professional association is required. Although the language of instruction at Concordia University is English, bilingualism (English and French) will be an asset. Salary and rank are negotiable depending on academic qualifications and experience. Send a complete resume with three references to: Dr. P. Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M6. In accordance with the Canadian Immigration requirements, priority will be given to citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, Aboriginal people, visible minorities and disabled persons. All things being equal, women candidates will be given priority.

CONCORDIA UNIVERSITY—Centre for Building Studies. The Centre invites applications for a tenure-track faculty position at the rank of Assistant or Associate Professor in the area of Indoor Environment with emphasis on air quality, building materials, air infiltration and dispersion of pollutants within and around buildings. Successful candidates will have a PhD in building engineering or the equivalent in the area with accomplishments in terms of research publications and/or comparable related experience. Duties include teaching at graduate and undergraduate levels, supervision of M.A.Sc. and PhD students, research and generating research funding. Eligibility for membership in a Canadian professional association is required. Although the language of instruction at Concordia University is English, bilingualism (English and French) will be an asset. Salary and rank are negotiable depending on academic qualifications and experience. Send a complete resume with three references to: Dr. P. Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M6. In accordance with the Canadian Immigration requirements, priority will be given to citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, Aboriginal people, visible minorities and disabled persons. All things being equal, women candidates will be given priority.

BUSINESS

UNIVERSITÉ MCGILL—La Faculté de gestion est à la recherche de candidats pour des postes

de professeurs/à égalité/à adjoint(e) donnant accès à la permanence dans les domaines de la comptabilité, finance, commerce international et informatique de gestion. Les candidats possédant une solide expérience de la recherche ont le potentiel de s'y consacrer, ainsi qu'une bonne expérience de l'enseignement. Les candidats au poste de professeur(e) adjoint(e) sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaires et échelons sont d'après des qualifications et de l'expérience de recherche des candidats. La Faculté de gestion compte 60 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature à M. Richard Loulou, Vice-doyen—affaires académiques, Faculté de gestion, 1101, rue Sherbrooke, Montréal, Québec, H3A 1G5, avant le 31 janvier 1996. Conformément à la réglementation canadienne en matière d'immigration, on s'efforce d'employer l'essentiel en priorité aux citoyens canadiens et aux résidents permanents. L'université McGill soutient à l'équité en matière d'emploi.

MCGILL UNIVERSITY—Faculty of Management. Applications are invited for full-time tenure-track appointments in the areas of Accounting, Finance, International Business, and MIS. Salary and rank are commensurate with the candidate's qualifications and research record. The Faculty of Management has over 60 full-time faculty offering B.Com., MBA, and PhD degrees. Apply in writing to Prof. Richard Loulou, Associate Dean—Academic, Faculty of Management, 1101, rue Sherbrooke, Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 1996. In accordance with Canadian Immigration requirements, this advertisement is directed in priority to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

THE UNIVERSITY OF ALBERTA—Faculty of Business. Applications are invited for a full-time tenure-track faculty position in Finance at the assistant professor rank. Position subject to funding. PhD or equivalent required or candidate should be at completion stage of degree. Candidates should have a strong commitment to excellence in research and teaching and should be able to interact with the business community. Salary range for assistant professors is \$35,000 to \$55,000. Market salary supplements ensure that competitive offers are negotiable. Appointments normally effective July 1. Deadline for applications is 31 December 1995. Send resume to Glen Murney, Chair, Department of Finance and Management Science, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada T6G 2G8. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA—Applications are invited for a full-time tenure-track position at the rank of Assistant Professor with the Department of Organizational Analysis of the Faculty of Business in the area of small Business Entrepreneurship. Applicants must be able to

demonstrate a research interest in small business and experience in small business would be an asset. The research interest may or may not be combined with a traditional management area of emphasis such as OB, HRM, OT or Strategy. A PhD is required or the candidate should be at the completion stage of higher degree. The salary range for Assistant Professor at the University of Alberta is \$38,230 to \$55,526. The Business Faculty is able to offer competitive salaries made possible through market supplements. Appointments are normally effective July 1, although January 1, 1997 would be considered. Deadline for applications is 15 January 1996. Send resume to: Dr. Ray Rasmussen, Chair, Department of Organizational Analysis, University of Alberta, Edmonton, Alberta, Canada T6G 2G8 or by fax to (403) 492-7971. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

BUSINESS ADMINISTRATION & COMMERCE

SIMON FRASER UNIVERSITY—The Faculty of Business Administration, Simon Fraser University, invites applications for tenure-track appointments in Management Information Systems (Associate or Full Professor rank), Finance (entry level—PhD in hand or near completion) and Industrial Relations (entry level PhD in hand or near completion). Successful candidates will have established a primary research program in one of the areas specified above, and have the ability to teach in that area at both the undergraduate and graduate levels. Start date: September, 1996 or at a mutually agreed upon time. In accordance with Canadian Immigration requirements, this announcement is directed to Canadian citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval. Send curriculum vitae and the names of three referees to: Dr. Carolyn Smart, Chair, Appointments Committee, Faculty of Business Administration, Simon Fraser University, Burnaby, British Columbia V5A 1S6 Canada. The search will close January 12, 1996, or when positions are filled.

CHEMISTRY

ST. FRANCIS XAVIER UNIVERSITY—The Department of Chemistry at St. Francis Xavier University invites applications for a tenure track position in physical/analytical chemistry beginning with the 1996 fall term. Applicants must have a proven university teaching record and an established research program. The salary and rank will be commensurate with the experience of the successful candidate. The position is open to all academic ranks and is subject to budgetary approval. The candidate chosen will be expected to continue his/her active research program and to teach at the undergraduate level. Applicants should provide a curriculum vitae, a statement of



Simon Fraser University Communication in Technological Change and Innovation

The School of Communication at Simon Fraser University invites applications for a five-year limited term appointment with possible conversion to tenure track, at the Assistant Professor level, in Communication in Technological Change and Innovation.

The School of Communication is an interdisciplinary School in the Faculty of Applied Sciences. We are building on growing strengths in the design, transfer, application, social context and consequences of technology and change, from a critical communications perspective.

The successful candidate will hold the PhD and have teaching and research experience in two or more areas relating to communication in technological change and innovation, such as policy, cross-cultural communication, design of new media, international development, and gender issues.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All appointments are subject to budgetary authorization.

Applications must be accompanied by a curriculum vitae, and the names, addresses and telephone numbers of three references, and must be received by the School of Communication Director's office by February 9, 1996.

Director's Office, School of Communication
Simon Fraser University
Burnaby, British Columbia, Canada V5A 1S6
telephone: (604) 291-3470 fax: (604) 291-4024



THE HONG KONG
POLYTECHNIC UNIVERSITY
香港理工大學
(formerly Hong Kong Polytechnic
Institute)

DEPARTMENT OF MARITIME STUDIES

Assistant Professor in Maritime/Shipping Studies
(Re-advertisement)

The appointee will be required to (a) undertake teaching and research up to postgraduate level; and (b) participate in the development, coordination and teaching of the new degree course in Shipping Technology and Management.

Applicants should have a higher degree, preferably a PhD degree. Preference will be given to those with research/consultancy/publication background, and experience in degree curriculum development and teaching.

Initial appointment will be made on fixed-term gratuity-bearing contract of two years with generous fringe benefits.

[Applicants who have responded to the previous advertisement in May 1995 need not re-apply.]

Salaries (CAD\$1 = HK\$5.639 as at 24 October 1995)
Assistant Professor: HK\$454,200 - HK\$515,220 per annum 18AR/
HK\$545,820 - HK\$758,700 per annum

Send curriculum vitae and names and addresses of three referees to the Personnel Office, The Hong Kong Polytechnic University, Hung Hom, Kowloon, Hong Kong before December 31, 1995 (Fax (852) 2764 3374), or by e-mail IPOSTAFF@HKPUCC.POLYU.EDU.HK. Further information is available from the same office.

L'Université de Moncton sollicite des candidatures aux postes suivants :

Professeur ou professeur de littérature québécoise

Faculté des arts - Département d'études françaises

Poste régulier conduisant à la permanence. Le poste est vacant à partir du 1^{er} juillet 1996.
(Ce poste sera comblé sous réserve d'approbation budgétaire.)

Fonctions :

Enseignement de la littérature québécoise (roman, poésie) au niveau du baccalauréat, de la maîtrise et du doctorat. Recherche liée au domaine de la littérature québécoise; direction de travaux de recherche à la maîtrise et au doctorat. Participation aux activités régulières du département. La charge pourra être complétée par des cours de langue.

Formation : doctorat en littérature québécoise.

Expérience :

Le comité tiendra compte de l'expérience en enseignement et de la qualité du dossier de recherche.

Fin du concours : le 15 février 1996.

Le dossier de candidature devra obligatoirement comprendre les pièces suivantes :

- lettre de candidature contenant des précisions quant au profil de carrière;
- curriculum vitae complet et à jour;
- exemplaire de deux publications récentes;
- trois lettres de recommandation.

Faire parvenir le dossier à M. Zénon Chiesson, doyen, Faculté des arts, Université de Moncton, Campus de Moncton, Moncton (N.-B.) E1A 3E9.

Professeure ou professeur de carrière

École des sciences infirmières

Poste régulier

Fonctions :

Dans le cadre des fonctions universitaires d'enseignement, de recherche et de service à la collectivité, la personne dont la candidature aura été retenue devra contribuer à l'enseignement dans son domaine d'expertise, de même qu'au développement de la recherche en sciences infirmières.

Qualifications :

Doctorat en sciences infirmières ou dans une discipline pertinente aux soins infirmiers. Dans ce dernier cas, une maîtrise en sciences infirmières est exigée. Statut de membre en règle de l'A.I.N.B. ou admissibilité à le devenir. Avoir développé une expertise dans le domaine de la santé mentale. Avoir de l'expérience en enseignement universitaire et avoir démontré sa capacité de développer des projets de recherche en soins infirmiers. Sont également invitées à postuler les personnes actuellement en instance de thèse ou en voie d'obtenir un doctorat en sciences infirmières ou dans une discipline pertinente aux soins infirmiers. La maîtrise de la langue française écrite et parlée est essentielle.

Fin du concours : le 15 février 1996.

Veuillez faire parvenir votre curriculum vitae complet à Michèle Trudeau, directrice, École des sciences infirmières, Université de Moncton, Moncton (N.-B.) E1A 3E9. Les entrevues auront lieu à l'Université de Moncton.

UNIVERSITÉ DE MONCTON

L'Université de Moncton applique une politique d'équité en matière d'emploi. Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyens et citoyens canadiens et aux résidents et résidentes permanents seulement.

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of three years, beginning July 1, 1996. The successful candidate will be ordained, and in good standing, within the Anglican Church, and able to work effectively in a liberal catholic tradition. She will possess a PhD or Th.D. in the field of New Testament with special competence in the synoptic Gospels and interest in New Testament theology, and have the ability to help divinity students reflect theologically on the scriptures of the Christian church. She must show promise of excellence in teaching and research. Salary will reflect qualifications and experience. A letter of application, curriculum vitae, and three letters of reference should be sent to the Acting Dean, Faculty of Divinity, Trinity College, 6 Hosiain Ave., Toronto, M5S 1H8. The deadline for applications is March 15, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to budgetary approval. (Trinity College is an equal opportunity employer).

TRINITY COLLEGE, Faculty of Divinity, invites applications for a position in the field of pastoral theology with responsibility for the direction of the Faculty's Basic Degree Studies and internship

to Canadian citizens and permanent residents. This appointment is subject to budgetary approval. (Trinity College is an equal opportunity employer).

EARTH & ATMOSPHERIC SCIENCES

UNIVERSITY OF ALBERTA — Department of Earth and Atmospheric Sciences. Two tenure track positions in Geoprocessing. The University of Alberta recently established the Department of Earth and Atmospheric Sciences through the merger of the Departments of Geology and Geography. Detailed information about the department can be found on the World Wide Web at: <http://www.ualberta.ca/~earthhome.html>. The new department wishes to strengthen its research programs in geoprocessing through the appointment of two new faculty members. Applicants will have responsibility for teaching and research in the areas of Geographic Information Systems (GIS), Cartography, Remote Sensing, and Quantitative Methods (with emphasis on spatial applications). Experience with application of these methods to an area of research such as biogeography, human geography, terrain

analysis, geological exploration, geological mapping, and/or atmospheric sciences would be an advantage. One position will be at the Assistant Professor level and the second position may be at a higher level if the candidate has a proven track record in teaching and research. Salary ranges are: Assistant Professor — \$33,280-\$55,536; Associate Professor — \$44,730-\$55,536; and Professor — starting at \$60,567. Applicants must hold a PhD degree and have a proven research record in geoprocessing. Applications, including a resume, a statement of research interests, and the names and addresses of three referees, should be sent to: Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada T6G 2E3. Fax: 403-492-2030; e-mail: bjones@geoserv.ualberta.ca. Deadline for receipt of applications is January 15, 1996. The appointments will commence on July 1, 1996 providing suitable candidates can be found. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Department of Earth and Atmospheric Sciences. Tenure track position in Resource/Environmental Management. The University of Alberta recently established the Department of Earth and Atmospheric Sciences through the merger of the Departments of Geology and Geography. Detailed information about the department can be found on the World Wide Web at: <http://www.ualberta.ca/~earthhome.html>. The new department wishes to further strengthen its teaching and research in the area of Resource/Environmental Management. We are particularly interested in an individual with expertise in the social dimensions of environmental earth science and geological activity. The appointment will be at the Assistant Professor level (salary range of \$33,280-\$55,536). Applicants must hold a PhD degree and have a proven research record. Previous teaching experience would be a significant asset. Applications, including a resume, a statement of research interests, and the names and addresses of three referees, should be addressed to: Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada T6G 2E3. Fax: 403-492-2030; e-mail: bjones@geoserv.ualberta.ca. Deadline for receipt of applications is January 15, 1996. The appointments will commence on July 1, 1996 providing suitable candidates can be found. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

EARTH SCIENCES

SIMON FRASER UNIVERSITY is expanding its Earth Sciences program. We are seeking to fill a tenure-track position at the assistant professor level in one of the two following areas: Environmental Geology — The ideal candidate would be a geologist with advanced work in petrological, geochemical, or environmental geology. The candidate will play a central role in the development of the environmental geology teaching and research program. Hydrogeology — The successful candidate will combine a field oriented approach to groundwater evaluation with use of modelling techniques. The PhD is required at the time of appointment and the successful candidate will be eligible, preferably, for professional registration (PGeo, PEng). This appointment will commence in September 1996. The successful candidate must have a commitment to both undergraduate and graduate education as well as to developing a funded research program. In accordance with Canadian immigration law, this advertisement is directed to Canadian citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applicants should send a curriculum vitae, a letter describing current and

near-term research interests and copies of appropriate reprints. Please provide an E-mail address or Fax number, and the names of at least three referees by January 31, 1996 to: Dr. Michael C. Roberts, Director, Earth Sciences Program, Faculty of Science, Simon Fraser University, Burnaby, BC, V5A 1S6, phone (604) 291-3723, Fax (604) 291-3841; mroberts@sfu.ca

ECONOMICS

UNIVERSITY OF NEW BRUNSWICK — The Department of Economics, University of New Brunswick, Fredericton, invites applications for a tenure-track position beginning July 1, 1996. The area of specialization is environmental economics. Duties include teaching at both the undergraduate and graduate (M.A.) levels. Research interaction with the Department of Economics as well as the Environment and Sustainable Development Research Centre is required. Candidates should have a PhD and a strong commitment to teaching and research. The position is subject to budgetary approval. Applications with three referees should be sent to: B.A. Cook, Economics, U.N.B., P.O. Box 440, Fredericton, N.B. E3B 6A1. Salary commensurate with qualifications. The University of New Brunswick is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

UNIVERSITY OF TORONTO — Economics. The Division of Management and Economics, Scarborough Campus, University of Toronto is recruiting a tenure stream appointment at the assistant professor level in international economics. Duties include undergraduate teaching at the Scarborough campus, where an ability to teach undergraduate macroeconomics in addition to international economics would be desirable. Graduate teaching in the Department of Economics, St. George Campus, and research. Candidates should have a PhD or equivalent, with evidence of excellence in teaching and research. Salary commensurate with qualifications. Interested candidates should send curriculum vitae, names and addresses of three referees, and a letter of intent to: Professor S. Boroff, Chair, Division of Management and Economics, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, Canada M1C 1A4. Deadline for applications is December 15, 1995. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, Aboriginal people, and people with disabilities.

THE UNIVERSITY OF ALBERTA, Department of Economics has an opening for a tenure-track appointment at the assistant or associate professor level in the area of international economics. Entry level applicants are expected to have a PhD (or be close to completion) and they should display promise of quality teaching and research. Candidates at the associate level are expected to have well established teaching and research credentials. Salary commensurate with qualifications and competitive with other Canadian institutions. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send applications (including complete curriculum vitae, graduate school transcripts, names of three referees who have been asked to send copies of letters of assessment) to: Melville McMillan, Chair, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2E3. Fax: 403-492-2030. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

EDUCATION

UNIVERSITY OF NEW BRUNSWICK — The Faculty of Education at the University of New Brunswick invites applications for four tenure-track positions commencing 1 July 1996, subject to budgetary approval. The positions are in the Department of Curriculum & Instruction (2) Educational Administration in the Department of Educational Foundations (3) Counseling

Psychology in the Department of Educational Foundations (4) Technology Education in the Department of Adult & Vocational Education. Applicants should possess a PhD, EdS or equivalent combination of qualifications and experience, have a strong background in the relevant area, and be qualified to teach and supervise undergraduate and graduate students. School-based experience will be considered an important asset. In addition, applicants should demonstrate evidence of ability to contribute to the overall Faculty through such activities as program development, committees work and special projects. Applicants should provide: (1) a curriculum vitae containing three references; (2) a portfolio of representative accomplishments, research, and scholarly activity; and (3) a teaching dossier which includes a description of the candidate's approach to education and evidence of teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of equity in employment. These positions are subject to final budgetary approval. Chairs of the search committees will be: Prof. Robert Leavitt for Aboriginal (First Nations) Education, Dr. Walter Ott for Educational Administration and Counselling, and Prof. Paul Allen for Technology Education. Interested applicants may contact the Chair to obtain more information about these positions at (506) 453-4862. Applications should be sent to the attention of: Dr. Laurence Smith, Office Faculty of Education, University of New Brunswick, Fredericton, NB E3B 6E3 by January 15, 1996.

UNIVERSITY OF VICTORIA — Faculty of Education. The Department of Elementary Education, Faculty of Education, University of Alberta, is seeking an instructor for Intercession 1996 to teach one-credit course — ED E 598: Reading a Curriculum of Inquiry, as part of an intensive Summer Institute on Reflective Practice cosponsored by the Department of Educational Foundations and the Faculty of Education. The Institute will be taught July 8 - July 26, 1996. Instructors will be required to participate in a range of small group and large group activities as part of this Summer Institute. Qualifications should include: (1) a conceptual and practical understanding of inductive curriculum development; (2) understanding of the relationship between inductive curriculum and social issues of class, gender, race; (3) understanding diverse views of knowledge, society, and how children and teachers learn; (4) ability to relate items #1, #2, and #3 to teachers' and administrators' current work in schools; (5) understanding of the help and experience with knowledge and research in teaching, teacher education and curriculum; (6) a PhD and relevant teaching experience with graduate students; (7) experience in working in teacher education programs committed to inductive curriculum; (8) experience in teaching in an inductive classroom setting; (9) an established research and publication record in inductive curriculum, teacher reflection, inductive curriculum development; the interconnections between teacher reflection, inductive curriculum development, and how children and teachers learn; (10) experience in teaching in an inductive classroom setting; (11) an established research and publication record in inductive curriculum, teacher reflection, inductive curriculum development; the interconnections between teacher reflection, inductive curriculum development, and how children and teachers learn; (12) a salary level of \$6,292 - \$6,692. Closing date for applications is December 31, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications accompanied by curriculum vitae and three letters of reference should be sent to: Dr. Robert K. Jackson, Department of Elementary Education, Faculty of Education, 351 Education South, University of Victoria, Victoria, BC V8W 2G5. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

UNIVERSITY OF VICTORIA — Faculty of Education will require Seasonal Instructors during the 1996 Summer Session. Applications are invited for the following areas: (1) Educational Foundations; (2) Educational Psychology; (3) Educational Administration; (4) Reading and English Language Arts; (5) Educational Foundations; (6) Special Education; (7) Educational Foundations; (8) Educational Foundations; (9) Educational Foundations; (10) Educational Foundations; (11) Educational Foundations; (12) Educational Foundations; (13) Educational Foundations; (14) Educational Foundations; (15) Educational Foundations; (16) Educational Foundations; (17) Educational Foundations; (18) Educational Foundations; (19) Educational Foundations; (20) Educational Foundations; (21) Educational Foundations; (22) Educational Foundations; (23) Educational Foundations; (24) Educational Foundations; (25) Educational Foundations; (26) Educational Foundations; (27) Educational Foundations; (28) Educational Foundations; (29) Educational Foundations; (30) Educational Foundations; (31) Educational Foundations; (32) Educational Foundations; 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ANNOUNCES CLASSES

Educational Psychology, Child Adolescent Development, Exceptional Children, Learning Disabilities, Counselling, Media and Library Education, Educational Technology, Science Education (Physics, Earth Science, Biology, and Curriculum & Instruction), Mathematics Education, Social Studies Education, Physical Education in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if suitable Canadian citizens can be found, other individuals will be considered. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. Send application letter and curriculum vitae, by March 1, 1996, to: Dr. R. Bell, Associate Dean, Faculty of Education, University of Victoria, P.O. Box 3800, Victoria, B.C. V8W 2Y4.

UNIVERSITY OF BRITISH COLUMBIA — First Nations Education, The Faculty of Education at the University of British Columbia invites applications for a tenure-track position in First Nations Education. Qualifications: We wish to appoint a scholar with a vision for First Nations education grounded in experience of First Nations communities, organizations, and individuals. The candidate must have a strong understanding of First Nations culture and understanding of First Nations cultures. Candidates should have a doctoral degree related to First Nations education, and must be able to provide leadership and program development in our 'k' program. Responsibilities: 'k' is part of the Faculty's existing graduate study program, designed to include First Nations interpretations of concepts and approaches. It maintains a degree of cultural autonomy. 'k' students are currently pursuing master's or doctoral degrees across the Faculty. Duties will include teaching 'k' core courses, advising graduate students, recruitment, assisting with admissions, maintaining an active program of research, and publication, and liaising with the First Nations House of Learning. Position: The appointment will be effective July 1, 1996, or as soon as possible and will be subject to final budgetary approval. Salary and academic rank are commensurate with qualifications and experience. Departmental home will depend upon the disciplinary background of the successful candidate. Preference will be given to First Nations candidates. Applications from qualified Canadian citizens and permanent residents are encouraged. Applications from qualified women, visible minorities, and persons with disabilities. The closing date for applications is February 15, 1996, or until the position is filled. A letter of application which addresses a vision for First Nations graduate education, a curriculum vitae, as well as the names, addresses and phone/fax numbers of three referees, should be sent to: Dr. Nancy M. Sheehan, Dean, Faculty of Education, University of British Columbia, Vancouver, BC, V6T 1Z4.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Educational Psychology and Special Education, The Faculty of Education at the University of British Columbia invites application for a full time, tenure-track academic appointment in Human Learning, Development and Instruction at the Assistant Professor level. The successful candidate will become effective July 1, 1996, and will be subject to final budgetary approval. The Department offers positions in teaching, research and/or administrative experience in a school setting, a well-defined research program and evidence of research competence. The Department places strong emphasis on theory/practice interactions. Duties will include primary teaching responsibilities in human learning, development and instruction; secondary teaching responsibilities in the remaining program areas in the department (research methodology, school psychology or special education). The Department welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. Appointment may be considered at a higher level depending on one of these groups who has exceptional qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is January 31, 1996. Letters of application, curriculum vitae, the names, addresses and phone/fax

numbers of three referees, together with a statement of research interests and copies of relevant articles (if available) should be sent to: Dr. Patricia A. Hoad, Head, Department of Educational Psychology and Special Education, University of British Columbia — Faculty of Education, 2125 Main Mall, Vancouver, BC, Canada, V6T 1Z4.

ENGINEERING

UNIVERSITY OF MANITOBA — The Department of Electrical and Computer Engineering at the University of Manitoba is accepting applications for a full-time probationary instructor position. Departmental information is available at <http://www.umanitoba.ca>. The successful candidate will be expected to teach and supervise students in the undergraduate studies courses and various engineering analysis and operating system courses. The candidate will also be responsible for the integrity and ongoing development of the Faculty's computational resources; the installation, maintenance, and administration of software and hardware on the predominantly UNIX computer network (100 work stations); as well as the assistance with the preparation of proposals, reports, and grant applications. The candidate must have a genuine interest in providing continuing education for the staff and students in the Faculty and will be expected to interact with them and provide support for their research activities. Candidates for this position must have a minimum of a Master's degree in Electrical or Computer Engineering or equivalent degrees. The appointment will be at a salary commensurate with qualifications and experience. Salary level for Instructor I is from \$27,480 to \$48,568. This is a two-year probationary period for this position. The University of Manitoba encourages applications from qualified women, men, and persons with disabilities, visible minorities, and persons with disabilities. The University of Manitoba particularly encourages applications from qualified women, men, and persons with disabilities, visible minorities, and persons with disabilities. The University offers a smoke-free environment, safe for specially designed areas. This advertisement is directed to Canadian citizens and permanent residents. Resumes and the names, phone/fax numbers of at least three referees should be addressed to: Professor R.W. Moniz, Head, Department of Electrical and Computer Engineering, University of Manitoba, 15 Gilling Street, Winnipeg, Manitoba, R3T 5V6. Telephone: (204) 474-9299, Fax: (204) 261-4539. Closing date for completed applications is January 9, 1996.

UNIVERSITY OF TORONTO — The Department of Electrical and Computer Engineering of the University of Toronto is currently expanding its Computer Engineering program to meet the growing demand for engineers in the areas of software, communication and information technology. It is expected that some 20 positions will be filled over a four-year period. This year, the Department seeks applications for tenure-stream Assistant Professor positions in communication networks, systems software, software systems, and related areas. There is particular interest in applicants who have designed, built and experimented with complex software systems, such as communication, distributed, parallel, and real-time systems. There is particular interest in exceptional candidates in other areas who can contribute information on the hiring priorities of the Department. The Web page at <http://www.ece.utoronto.ca> (url: <http://www.ece.utoronto.ca>) contains a statement of research and teaching and graduate levels. Applicants should send a curriculum vitae, a statement concerning teaching and research interests, and a list of three referees by January 31, 1996 to Professor Salvo T. Zaky, Chair, Department of Electrical and Computer Engineering, University of Toronto, Toronto, Ontario M5S 1A4 Canada. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal people and physically challenged persons.

UNIVERSITY OF TORONTO — The Institute of Biomedical Engineering of the University of Toronto seeks applicants for two tenure-track faculty positions at the Assistant Professor level. One of the positions will be filled by an individual jointly appointed to the Department of Electrical

and Computer Engineering and will be expected to teach within that Department; for the second position, applicants may have a life science/medicine background, an engineering background, or a combination of the two. The Institute of Biomedical Engineering is part of the Faculty of Medicine and the Faculty of Applied Science and Engineering. It is responsible for undergraduate and graduate programs in Biomedical Engineering and a graduate Clinical Engineering Program. The Institute has three research themes: Diagnostic and Therapeutic Engineering, Technology for Health, Cellular and Molecular Biotechnology. A successful applicant will have a PhD, excellent teaching skills, a strong background in his or her discipline and demonstrated success at collaborative research at the interface between engineering and medicine. The individual will be expected to teach and supervise students in the undergraduate and graduate courses in a cognitive department and graduate courses and supervise students in a graduate program of international caliber, addressing fundamental problems in the three existing research themes. Areas of special interest include, but are not limited to: vestibular-ocular, auditory or cardiovascular physiology, signal processing or electrical and computer engineering with a biomedical application, drug and gene delivery, imaging and assistive technology, biomedical engineering, cost-effective health technology, tissue engineering, drug and gene delivery systems. Applications should be sent to Professor H. Kunoy, Director, Institute of Biomedical Engineering, Research Building, University of Toronto, Toronto, Ontario M5S 1A4. Include a CV, a summary of research and teaching interests, and the names of at least three referees. The closing date for applications is February 1996. The effective date of the appointment will be July 1, 1996, subject to the availability of resources. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto particularly encourages applications from qualified women, men, and members of visible minorities, aboriginal people and persons with disabilities.

THE DEPARTMENT OF ELECTRICAL ENGINEERING, The University of British Columbia, invites applications for two tenure-track Assistant Professor positions in the following areas: (1) Software engineering, including real-time, fault-tolerant, distributed or human-computer interface design and applications; (2) Software/hardware co-design of micro-electronic devices and systems. A PhD is required. Industrial and/or teaching experience is desirable. The successful applicant will be expected to pursue research vigorously, and to teach effectively at the graduate and undergraduate levels. Departmental facilities are extensive and include approximately 200 networked workstations and microcomputers, a shared array of parallel processors, image processing, integrated circuit design tools and system design tools and off-campus laboratory facilities. Collaboration with the Department of Computer Science is encouraged and facilitated through the Centre for Integrated Computer Systems Research. Industrial collaboration is encouraged. Salary is commensurate with qualifications and experience. Start-up funding is available for purchase of equipment and support of graduate students. Applications in Computer Engineering, in the field of software engineering, should be sent to: Dr. R.W. Donaldson, Head, Department of Electrical Engineering, University of British Columbia, 2356 Main Mall, Vancouver, B.C. Canada V6T 1Z4. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA — Department of Chemical Engineering, Applications are invited for up to three tenureable faculty positions at the assistant professor level. The positions will be available July 1, 1996 with an annual salary of \$45,000 to \$55,000 range. Candidates must either hold a PhD in Chemical Engineering or expect to receive one before July 1, 1996. We are interested in high-quality candidates in any area of chemical engineering, but our current needs are in thermodynamics, colloids, catalysis, and process control with applications in oil sands processing, pulp and paper, polymers, and petrochemicals. The successful candidate will be expected to establish a viable and productive research program and to teach both graduate and undergraduate students. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

cessing, pulp and paper, polymers, and petrochemicals. The successful candidate will be expected to establish a viable and productive research program and to teach both graduate and undergraduate students. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is February 9, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal people, persons with disabilities, and members of visible minorities.

ENGLISH

UNIVERSITY COLLEGE OF CAPE BRETON — English/Theatre Professors, The Department of Languages and Letters in the School of Arts and Letters at the University College of Cape Breton invites applications for three tenure-track positions and two part-time positions for the 1996/97 academic year. All positions are subject to budgetary approval. Please quote appropriate Reference Numbers on all correspondence. Reference Number: ENG51006 Theatre Arts/Play Production — One probationary tenure-track position. The successful candidate will supervise a new theatre program in Theatre Arts, including responsibility for the amateur Drama Group as well as all courses in Play Production, film, introduction to English Literature, a survey course in Drama and senior courses in Modern and Contemporary Drama as necessary. Applicants should have a distinguished record of achievement in theatre and/or professional theatre and a strong MFA or equivalent. Reference Number: ENG51007 American Literature/Canadian Literature — One probationary tenure-track position. The successful candidate will teach courses in Introduction to Literature, Advanced Writing and Research, and/or American Literature. Applicants must possess a PhD or PhD near completion. Reference Number: ENG51006 Introduction to Literature — Two full-time nine-month term positions. The successful candidates

will teach freshman courses in Effective Writing and Introduction to Literature. Applicants must possess an M.A. as well as some experience in post-secondary teaching. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae and the names, addresses and telephone numbers of three referees no later than 31 December 1995 to: Mr. Jack MacLeod, Director, Human Resources, University College of Cape Breton, P.O. Box 3300, Sydney, Nova Scotia, B1P 6Z2. Fax number (902) 562-7499. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA — Department of English, Applications are invited for two tenure-track Assistant Professorships to commence on July 1, 1996 (subject to final budget review). Candidates should have expertise in one of the following areas of study: eighteenth-century British literature; American literature with a strong background in poetry. The requirements are a completed PhD, a demonstrable commitment to scholarship, and some teaching experience at the post-secondary level. Salary will be weighted according to qualifications and experience. Applicants should send a current cv, a statement of research interests, and three referees' references to be forwarded to: Dr. Herbert Rosenzweig, Head, Department of English, University of British Columbia, 357-1875 East Mall, Vancouver, B.C. V6T 1Z1. Applications must be received by 31 January 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of English, The University of Lethbridge, Alberta, Canada, is seeking applications for two tenure-track positions beginning August 1, 1996. PhD preferred or very close to completion, with teaching experience. We seek candidates with expertise in the following areas: (1) Renaissance Drama, especially Shakespeare; (2) American Literature. Some expertise in one or more of the following areas is also sought: Children's Literature, Renaissance Non-Dramatic Literature, Rhetorical Theory and Criticism. For the ten-month appointment, we seek a candidate with expertise in either

Medieval Literature or Romantic Literature. Some expertise in one or more of the following areas is also sought: Literary Theory, Children's Literature, Rhetorical Theory and Criticism. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University agrees to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-discriminatory environment. The current salary for an Assistant Professor is \$37,350.00 minimum per annum. A letter of application, including a curriculum vitae, transcripts, copies of any recent publications, the names of three referees (who have been requested to send letters), and evidence of ability to teach, preferably including course evaluations and statement of teaching philosophy should be sent to: Dr. Richard Arnold, Dean, Department of English, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4. The closing date for applications is January 31, 1996.

THE UNIVERSITY OF WINNIPEG — The Department of English, The University of Winnipeg invites applications from qualified women and men for two probationary, tenure-track appointments at the level of Assistant Professor. Subject to budgetary approval, these appointments will be effective July 1, 1996. Salary commensurate with qualifications and experience. A completed PhD and a demonstrable commitment to research are required; teaching experience is desirable. Candidates should be willing to contribute to the teaching strengths of the department, particularly in its first-year courses, and should have an interest in critical theory. We seek candidates with a specialization in at least one of the following areas: Children's Literature, any area of British Literature from 1800-1910, including the Romantic and Dramatic literatures. Please send applications, including a curriculum vitae and the names of three referees, to: Dr. Neil Benes, Chair, Department of English, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3S 2E9, Canada, by January 15, 1996. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA — The Department of English, University of Alberta, invites applications for four tenureable positions. We welcome excellent applications from all areas, but are



DIRECTOR OF THE FIRST NATIONS LAW PROGRAM

The Faculty of Law at the University of British Columbia invites applications for a Director of the First Nations Law Program, commencing July 1, 1996. For many years the Faculty of Law has attracted significant numbers of First Nations students, with close to fifty students currently enrolled in the LL.B. and graduate programs. The Director will have academic and teaching responsibilities in the Faculty, as well as responsibilities for the development of First Nations academic programs and curriculum in the Faculty. The Director will also be involved in liaison and program development with First Nations communities and organizations outside the University, as well as recruitment and support of First Nations students. Candidates should be qualified to teach and do research in legal issues relating to First Nations. Experience with First Nations communities, organizations and issues, as well as knowledge and understanding of First Nations cultures, are also important. Preference will be given to First Nations candidates.

The position will be filled at the rank of Assistant Professor at a salary commensurate with that rank and with the candidate's qualifications and experience. Appointment at a more senior rank may be considered for candidates with exceptional qualifications.

Applications and curricula vitae for the position should be forwarded as soon as possible, or by January 31, 1996, to Professor Claire Young, Secretary, Appointments Committee, Faculty of Law, University of British Columbia, 1822 East Mall, Vancouver, B.C. V6T 1Z1, Fax: (604) 622-8108, Ph: (604) 822-4669, e-mail young@law.ubc.ca. This position is subject to final budgetary approval.

UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents.



DISTINGUISHED VISITING PROFESSORSHIP OF CANADIAN CULTURE

Western Washington University is seeking candidates for the Distinguished Visiting Professorship of Canadian Culture. This endowed professorship has been established to bring to the campus truly outstanding scholars or creative artists in Canadian culture. The Distinguished Visiting Professor will assist in developing greater strengths in Canadian culture at the department level through teaching, developing curriculum, and presenting public lectures to enhance understanding of Canadian culture.

The search committee, in consultation with the respective academic departments, will consider candidates with expertise or stature in Canadian culture in:

- Art
- Art History
- Communications
- Cultural Anthropology
- Cultural Studies
- Drama
- Film
- History
- Language or Linguistics
- Literature
- Music

Position and term of appointment: The successful candidate will be appointed as a Distinguished Visiting Professor for a term of one to two years beginning September 16, 1996.

Salary: Compensation is competitive and will be funded at the level of a full professorship.

Nominations and letters of interest, including curriculum vitae, should be sent to:

Dal Synnes, Chair
Search Committee for the Distinguished Visiting Professor of Canadian Culture
Wilson Library
Western Washington University
Bellingham, WA 98225-9103
(360) 650-3097

Review of applications will begin December 15, 1995 and continue until the position is filled.

Western Washington University is committed to equal opportunity and affirmative action. Persons with disabilities needing assistance in the application process may call (360) 650-3306 (Voice/TDD).



University of Prince Edward Island Dean, Faculty of Education

The University of Prince Edward Island invites applications for the position of Dean of the Faculty of Education. The position is for a six-year term, beginning 1 July 1995, or as soon as possible thereafter.

Although founded in 1969 and thus a relatively new institution, the University of Prince Edward Island can trace its roots back over 150 years. The only university in the province, and located in the capital city of Charlottetown, U.P.E.I. has some 2600 full-time and 775 part-time students, and approximately 218 faculty and 359 staff. Principally an undergraduate teaching institution, U.P.E.I. offers a wide range of programs including Education, Arts, Sciences, Music, Engineering, Business Administration, Nursing and Veterinary Medicine.

The Faculty of Education has six full-time faculty members and a number of sessional lecturers. Currently the Faculty offers both elementary and secondary Bachelor of Education degrees: a four-year undergraduate concurrent program and a one-year post-degree program. The Faculty of Education is designing a two-year post-degree program to replace the existing degree programs. The Faculty is actively involved in in-service and professional development programs for teachers and offers diploma programs in Library Science and Special Education in addition to summer institutes and night courses on special topics.

Applicants must have a PhD, or equivalent, and a strong background in teaching, preferably at both the university level and in the school system. The successful candidate should have considerable field-based experience through in-service and/or research. Experience with supervision of pre-service teachers would be an asset.

The successful candidate will be expected to provide dynamic and innovative leadership in working cooperatively with faculty, staff, and students. The Dean will be expected to work effectively and creatively at the local, regional and national levels with professional groups, government agencies, educational institutions, and other partners in education.

Please send a letter of application and a curriculum vitae and have three letters of reference sent on your behalf to:

Chair, Search Committee for a Dean of Education
Office of the President
University of Prince Edward Island
550 University Avenue
Charlottetown, PE C1A 4P3

The deadline for applications is 1 February 1996.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. U.P.E.I. is committed to the principle of equity in employment.

CLASSIFIEDS

LINGUISTICS

SIMON FRASER UNIVERSITY — Linguistics Department. Lecturer (Intermediate), Coordinator for Aboriginal Languages of B.C. Applications are being accepted for a one-year leave position beginning May 1, 1996. The successful applicant will teach and coordinate language courses in the Interior of British Columbia as part of a cooperative program between the Geographic Cultural Education Society and the University. The position is based in Kamloops B.C., but courses take place at a variety of interior sites. The appointment will be made on a temporary basis. At least an M.A. in linguistics, aboriginal languages, or a related field is preferred for the position. Demonstrated knowledge of an interior Salish language is essential. University-level teaching experience in aboriginal languages is expected, and candidates should be sensitive to the needs of native students in small, individualized programs. Experience in aboriginal language teaching as well as specialized knowledge of curriculum development, teacher training and pedagogical support in aboriginal language programs is an important criterion for appointment. Teaching duties will include teaching aboriginal languages (Shuswap, Lillooet, Nlaka'mos, or Chinook) and specialized courses for aboriginal language teachers. The teaching load will vary so as to permit the applicant to undertake the duties of language coordinator for a number of Salish languages and sites in the program. Coordination duties will include liaison with Bands and Aboriginal language authorities to promote education in aboriginal languages; collaborating with local language coordinators to develop, monitor, and monitor local language courses and to ensure that course objectives and proficiency standards are met; teaching courses and workshops for aboriginal language teachers. Send a letter of application

and curriculum vitae (by January 15, 1996) to Professor R. Saunders, Chair, Linguistics Department, Simon Fraser University, Burnaby, B.C. V5A 1S6. Telephone: (604) 291-5554. FAX: (604) 291-5655. Email: saundersr@sfu.ca. Letters of reference will be solicited by the department as well as with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. SFU offers equal employment opportunities to qualified applicants.

MANAGEMENT

UNIVERSITY OF LETHBRIDGE — The Faculty of Management. A 4th year position (tenure-track) position available in the Assistant Professor level in Finance, Marketing, MIS and Policy, beginning 1 July 1996. Applicants must have an earned doctorate in management or related social sciences and/or business disciplines, or be in the final stages of completing the dissertation. Ideally, applicants should have prior experience in teaching and must demonstrate a strong commitment to scholarly research and quality teaching. The Faculty of Management at the University of Lethbridge offers a dynamic program with a total of 30 faculty members and approximately 250 graduates each year, and is a leader in management education for Canada. Aboriginal peoples are encouraged to apply. A community of 60,000 people with excellent recreational facilities located 120 miles south of Calgary, and 70 miles from Waterton Lake National Park or Glacier National Park in Montana. Fax or mail application letter, accompanied by your curriculum vitae, three letters of reference, published research papers or work-in-progress papers and evidence of teaching effectiveness to: Dr. George Lerner, Dean, Faculty of Management, The University of Lethbridge, Alberta T1K 3M4, Canada. (403) 325-2038; Phone: (403) 325-2037; Email: SHIP@ULETH.CA; MNGI.ULETH.CA. An Equal Opportunity Employer.

UNIVERSITY OF TORONTO — Faculty of Management. Applications are invited from candidates with qualifications for positions in: (1) Accounting (Associate or Full Professor, with tenure); (2) Finance (open rank, tenure-track or tenure-eligible); and (3) Marketing (Assistant Professor, tenure-track or with tenure) beginning July 1, 1996. Senior appointments in other fields are possible. PhD or MBA degree (completed or near completion) is expected, preferably with excellent teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary commensurate with qualifications, teaching and practical experience. The positions are subject to budgetary approval. The University of Toronto encourages applications from qualified men and women, members of visible minorities, and aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Please send by January 26, 1996, a letter of application with a curriculum vitae and the names of three references to: Dr. Peter Lys, Associate Dean, Research & Academic Resources, Faculty of Management, University of Toronto, 105 St. George Street, Toronto, Ontario, Canada M5S 3E6. FAX: (416) 978-5813; E-mail: p.lys@mgmt.mgmt.utoronto.ca.

MATHEMATICS

LETHBRIDGE, University of Regina. Applications are invited for a term or tenure-track position in Mathematics at the Assistant Professor level starting July 1, 1996 subject to budgetary approval. Candidates should have a PhD in Mathematics, a specialty in a mathematical field, demonstrated ability in undergraduate teaching, potential for research, and an interest in the smaller context of a Christian College dedicated with the University of Regina. Responsibilities include teaching, research, academic counseling, supervising.

and College and University committee work. Applications, including a curriculum vitae and teaching disciplinary research, teaching experience, a list of publications, and three letters of reference, should be sent to: Dr. Bryan Smith, Associate Dean, Lethbridge College, University of Regina, Saskatchewan, S4S 0A2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Lethbridge College is committed to employment equity and encourages applications from all qualified persons including women, aboriginal people, visible minorities and people with disabilities. Deadline for applications is Feb. 15, 1996.

MATHEMATICS & COMPUTER SCIENCE

THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Mathematics and Computer Science. Three Assistant Professors, ten-month term appointments (2 in mathematics and 1 in computer science) beginning August 1, 1996, subject to budgetary approval. PhD in Mathematics or Computer Science. Applicants nearing completion of a PhD are invited to apply. The successful candidate will be expected to teach a variety of undergraduate courses, to conduct research in the areas of mathematics and computer science, to develop a continuing research program, and to participate in the general operation of the department. The University has a strong commitment to research and teaching with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University is an equal opportunity employer and offers a non-smoking environment. The current salary for an Assistant Professor is \$37,300 minimum per annum. Applications, including a curriculum vitae, a brief outline of research interests, transcripts, and three letters of reference should be sent to: Dr. S.-C. Chai, Chair, Department of Mathematics and Computer Science, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Canada. (403) 329-2410, email: senecup@uleth.ca. Closing date for applications is January 31, 1996.

MEIOLOGICAL GENETICS

MCILL UNIVERSITY — The Montreal General Hospital — Medical Genetic Hereditary Cancer. Applications are invited for a full-time faculty position in the Division of Medical Genetics, Department of Medicine at the Montreal General Hospital (McGill University). Applicants should have extensive training in Medicine and have additional training in cancer genetics. The applicant must have demonstrated ability in research and teaching. Previous work in the area of hereditary cancer as well as an interest in the clinical care of patients. A PhD degree in the area of cancer genetics is desirable and experience in genetic counseling is an asset. Appointment is for 1 year with the possibility of a 1 year renewal. Please send curriculum vitae and three references to: Dr. R. Keith Poole, Department of Microbiology and Immunology, Queen's University, Kingston, Ontario K7L 3N6, Canada. Tel: (613) 545-6677; Fax: (613) 545-6736. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity policy and encourages applications from all qualified persons, including women, aboriginal peoples, people with disabilities and visible minorities.

MEDICAL RESEARCH

UNIVERSITY OF TORONTO — C.N. Bert Research Fellowship. Molecular and genetic research in the areas of diabetes, cell differentiation and hormone action, signal transduction, membrane transport, neurobiology, cancer and lipids. Tenable in the Banting and Best Department of Medical Research, University of Toronto, for two years, starting July 1, 1996 with a competitive stipend. Available to new PhD or candidates with less than two years postdoctoral training by June 31, 1996. Send curriculum vitae, academic transcripts, three letters of reference and relevant reports, before January 19, 1996, to: Dr. Alexander Marks, Employment Equity Committee Chair, Banting and Best Department of Medical Research, University of Toronto, Toronto, Ontario, Canada M5S 1L6.

MEDICINE

DALHOUSIE UNIVERSITY — Academic General Internal Medicine. The Division of General Internal Medicine at Dalhousie University seeks a full-time general internist to the newly consolidated QMI Health Sciences Centre. The successful applicant will participate in the provision of patient care in the setting of clinical teaching units and ambulatory care with undergraduate and graduate students in internal medicine. He/she will be expected to develop and participate in clinical or educational research. Extra training in Ethics, Medical Education, or Epidemiology would be an asset. Requirements include a Canadian fellowship in Internal Medicine or equivalent and eligibility for a license in Nova Scotia. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an equal opportunity employer. Send curriculum vitae and the names of three references to: Dr. Elizabeth Mann, Head, Division of General Internal Medicine, Dalhousie University, Room 431 Mackenzie Ridge, Victoria General Hospital, Halifax, N.S., Canada B3S 2Y9. Tel: (902) 428-2156; Fax: (902) 428-3430. Applications close 31 December.

MICROBIOLOGY & IMMUNOLOGY

QUEEN'S UNIVERSITY — Postdoctoral Position. Multidrug resistance in *Pseudomonas aeruginosa*. A postdoctoral position is available immediately to study gene expression with efflux-mediated multidrug resistance in the opportunistic human pathogen *Pseudomonas aeruginosa*. An emphasis is to be placed on the overproduction of efflux pumps and the mechanism of efflux components. Appointment is for 1 year with the possibility of a 1 year renewal. Please send curriculum vitae and three references to: Dr. R. Keith Poole, Department of Microbiology and Immunology, Queen's University, Kingston, Ontario K7L 3N6, Canada. Tel: (613) 545-6677; Fax: (613) 545-6736. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity policy and encourages applications from all qualified persons, including women, aboriginal peoples, people with disabilities and visible minorities.

MUSIC

UNIVERSITY OF TORONTO — Position in Musicology. Applications are invited for a music

ology position. Qualifications: The candidate should have a completed PhD in musicology, and university level teaching experience. The area of specialization sought is in music of the Renaissance/Early Baroque. Experience with historical performance ensembles and/or an interest in spectroscopy of music are desirable. Evidence of scholarly potential, including publications, should be provided. Teach undergraduate and graduate courses in music history and musicology, and other courses as appropriate. The candidate's training and experience. Rank: Assistant Professor, tenure-stream. Salary: Negotiable. Current rank commensurate with 1995-96. Application closing date: February 1, 1996. Applicants should send a curriculum vitae, samples of their scholarly papers and recordings, and arrange to have three letters of reference sent to: Prof. Robert Fakis, Acting Dean, Faculty of Music, University of Toronto, Ontario, Canada M5S 1A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. In accordance with employment equity policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Position in Theory and Composition. Applications are invited for a full-time position in the Department of Music. The candidate should have teaching experience at the university level and substantial productivity as a composer, performer, and/or conducting. The successful candidate will be expected to develop and participate in clinical or educational research. Extra training in Ethics, Medical Education, or Epidemiology would be an asset. Requirements include a Canadian fellowship in Internal Medicine or equivalent and eligibility for a license in Nova Scotia. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an equal opportunity employer. Send curriculum vitae and the names of three references to: Dr. Elizabeth Mann, Head, Division of General Internal Medicine, Dalhousie University, Room 431 Mackenzie Ridge, Victoria General Hospital, Halifax, N.S., Canada B3S 2Y9. Tel: (902) 428-2156; Fax: (902) 428-3430. Applications close 31 December.

NURSING

THE UNIVERSITY OF LETHBRIDGE — School of Nursing. Applications are invited for a tenure track faculty position in the School of Nursing commencing July 1, 1996. The University of Lethbridge is a small primarily rural university situated in southern Alberta, a short distance from Calgary, Montana and the Rocky Mountains. It offers baccalaureate and master's programs in nursing and to students in a new collaborative (in conjunction with Medicine Hat College and Lethbridge Community College) baccalaureate program. The University is in the midst of a large and ongoing restructuring and is also the main centre for a large number of cultural groups including two of the traditional First Nations in Canada. The School anticipates to reflect the environment in its curricula. Qualifications: Preference will be given to those candidates who have the following academic preparation: a descending order: Doctorate in Nursing; Doctorate in a related discipline with a Masters in Nursing; Masters in Nursing. Among those with a Bachelor's degree, the School is seeking a person with clinical experience in one of the following areas: psychomotor/physical health, critical care nursing, or care of women and/or children. Previous teaching experience would be a distinct asset. The acceptable candidate must be registered or eligible for registration in Alberta. Appointment is subject to final approval by the Board of Governors of the University. The University of Lethbridge is committed to employment equity and will not discriminate on the grounds of gender, race, ethnicity, or any other factor extraneous to the goal of finding a suitable nurse educator who will be able to fulfill the requirements of the position. In accordance with Canadian Immigration requirements this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. Women and men are encouraged to apply for this position. Consideration of applications will commence on January 7, 1996. Each applicant should send, prior to the closing date, a curriculum vitae, and three (3) references to: Dean, School of Nursing, The University of Lethbridge, 4401 University Drive, Lethbridge, AB T1K 3M4. Telephone: (403) 325-2643; FAX: (403) 325-2668.

THE UNIVERSITY OF NEW BRUNSWICK — Department of Nursing. The School of Nursing at the University of New Brunswick is presently establishing both a Masters of Nursing and a Baccalaureate of Nursing program in addition to existing BSN programs. Over the next 5 years the faculty of Nursing on campus will strengthen markedly as new programs become fully operational. These changes pose challenges associated with these initiatives are invited for a full-time probationary tenure track position in Nursing. Applicants should have university teaching and research experience and hold a graduate degree in Nursing plus a doctoral degree. The appointment, subject to final budgetary

CHAIR IN ANIMAL WELFARE DEPARTMENT OF ANIMAL SCIENCE



The Chair in Animal Welfare is to be established under the Natural Sciences and Engineering Research Council of Canada (NSERC)/Industry/University Research Chair Program. The industrial partners are the Society for the Prevention of Cruelty to Animals, the B.C. Veterinary Medical Association and several animal industries.

The incumbent will be expected to provide strong leadership in education and research concerning animal welfare; establish a research team to study behaviour and stress physiology in animals; and promote improvements in animal well-being. The Chair will develop co-ordination, focus and interaction among research scientists in related areas and direct dissemination of information both within and outside the University.

The successful candidate will have a PhD, and be an established scientist and educator who is an acknowledged leader in the field of animal welfare with a background in relevant areas of animal science, veterinary medicine, or zoology. Appointment is expected to be at the rank of full professor.

The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. This position is subject to final budgetary approval and receipt of support from NSERC. Applicants should submit a curriculum vitae, names and addresses of at least three referees, copies of representative publications and a description of current scholarly interests to:

Dr. J.R. Thompson, Head
Department of Animal Science
Faculty of Agricultural Sciences
The University of British Columbia
#248-2357 Main Mall
Vancouver, B.C. V6T 1Z4 Canada
Phone: (604) 822-2794; FAX: (604) 822-4400
e-mail: jrtomp@unix.ubc.ca

The closing date for receipt of applications is February 15, 1996, or until position filled. Appointment will take effect July 1, 1996, or as soon thereafter as possible.

Hematologist/Oncologist Leukemia/BMT Program of B.C.

Vancouver, B.C.

The Division of Hematology at the BC Cancer Agency (BCCA), in association with the Vancouver Hospital & Health Sciences Centre (VHSC) and University of British Columbia (UBC), is seeking a Hematologist/Oncologist for its Leukemia/BMT Program of British Columbia.

The Program is provincially funded and has 26 HEPA filtered, single-room beds at two adjacent hospital sites. The staff consists of five Leukemia/BMT Hematologists, five fellows and a full complement of support staff. Stem cell assay, purging and cytogenetic support services are provided by the closely associated Terry Fox Laboratory. Academic appointments and support are through the Division of Hematology, Department of Medicine, UBC.

The appointee will have prior experience in marrow transplantation and will be expected to participate in patient care on the Bone Marrow Transplant Unit, and to develop a clinical research program related to blood and marrow stem cell transplantation. Applicants must be eligible for licensure by the B.C. College of Physicians & Surgeons and an appropriate academic appointment at UBC.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please apply by sending a curriculum vitae and the names of three references by January 29, 1996 to: Dr. Allen C. Eaves, Head, Division of Hematology, c/o BC Cancer Agency, 601 West 10th Avenue, Vancouver, B.C. V5Z 1L3. Telephone (604) 875-4089; Fax (604) 875-4763.

BC Cancer Agency



Mississauga Campus, Erindale College

UNIVERSITY OF TORONTO ANTHROPOLOGY POSITION

University of Toronto, Mississauga Campus, Erindale College, Department of Anthropology invites applications for a tenure-stream position at the rank of Assistant Professor, beginning July 1, 1996. A PhD is required as well as clear and substantial evidence of excellence in research and teaching. Persons with demonstrated theoretical strength in anthropological archaeology and skills in computer applications in both research and teaching are encouraged to apply. Fields of specialization are Northeastern North America, origins of domestication, environmental archaeology. Duties include research and teaching of both undergraduate and graduate courses. Salary range, \$38,200 - \$65,000. Applications, including a Curriculum Vitae, teaching portfolio or dossier, and the names of three referees should be sent to Professor G.W. Crawford, Chair, Department of Anthropology, University of Toronto, 100 St. George Street, Toronto, Ontario M5S 1A1. Closing date of applications is February 15, 1996. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.



The University of Manitoba

RESEARCH ASSOCIATE

The University of Manitoba anticipates research associate positions will be available over the next year beginning January 1, 1996 in the following fields: Aging and health from an interdisciplinary perspective; Forage post harvest physiology; Forage utilization; Stress-stain, soil and hydraulic conductivity testing of engineering soils; nutritional biochemistry. Carcinogenesis molecular biology, Nutrition and cell growth and differentiation; Exercise and environmental medicine; Exercise physiology; Leisure and Tourism; and Biomechanics. Applications of modern differential geometry to the mechanics of condensed matter physics; Experimental sub-atomic physics; Mesoscopic magnetic systems. Experimental and theoretical atomic, Molecular and optical physics. Normally all positions require a PhD and relevant experience. Minimum salary is \$23,225 per annum. Full range of staff benefits. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae, full range of staff benefits, and names of referees, should be sent to Mrs. Terry Thorlakson, Office of the Vice-President (Research and External Programs), Room 206 Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

approval, begins July 1, 1996. Applicants, including a curriculum vitae and the names of three referees, should be received by June 24, 1996 by Dr. C.K. Tomlinson, Dean of Science, Applied Science & Engineering, The University of New Brunswick, P.O. Box 5050, Saint John, NB, A1B 4X1. In accordance with the recruitment requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

YORK UNIVERSITY, Atkinson College, Department of Nursing - We are seeking a full-time tenure stream appointment to commence July 1, 1996. This appointment is subject to budgetary approval by the University. Atkinson College is a Faculty of York University. Our mission is to provide a range of degree programs for adult students studying on a part-time basis, primarily through evening courses, but also during day-time courses in the summer. Qualifications: A Master's degree in Nursing and in earned doctorate, preferably in Nursing, are required. A strong clinical nursing background and focus in primary care/healthcare settings and health promotion is essential. Experience with teaching nursing students at the university level required, prior experience with teaching students in a co-operative or collaborative program preferred. Faculty position is in an active research program in adult health assessment skills in an asset. Responsibilities: Teaching in a part-time, primarily evening program leading to a B.Sc. Assume leadership for curriculum development related to community concentration in part-time programs. Collaborate with faculty group members in the articulated baccalaureate nursing program. Participation in scholarly activities in a variety of interest and in departmental and university committees. Applicants should mail or FAX a letter indicating interest, a curriculum vitae and the names, addresses and telephone numbers of three referees to: Professor Joan K. Bunting, Department of Nursing, Atkinson College, York University, 4700 Keele Street, North York, Ontario M3J 1V3. Phone: (416) 263-3333, ext. 336-5103. Deadline for receipt of applications is January 31, 1996. York University is implementing a policy of employment equity, including affirmative action for women faculty, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO - Faculty of Nursing, Faculty Positions in Community Health - The Faculty of Nursing at the University of Toronto invites applications for two tenure-stream positions in community health nursing, one at an assistant professor level and the other at a more senior level, either research or teaching. These faculty members will contribute to the development (BScN) and graduate (MSc, PhD) programs of the Faculty. They will be expected to develop their research in collaboration with researchers and clinical nurse specialists in the teaching hospitals and the teaching health units with which the Faculty is affiliated. Cross-appointments to appropriate agencies are encouraged. These positions. Qualifications include: a doctoral degree in nursing, or a master's degree in nursing, interest and expertise in teaching at the undergraduate and graduate levels, publication in peer reviewed journals, a strong commitment to research, and the ability to work collaboratively with community health nurses, nurse researchers, and researchers from other disciplines. Send your curriculum vitae, letter of application, and names of two referees to: Dr. Dorothy Pringle, Dean, Faculty of Nursing, University of Toronto, 25 St. George Street, Toronto, Ontario M5S 1A1. Appointment Date: July 1, 1996. Salary: Commensurate with qualifications and experience. Application Deadline: January 31, 1996. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples and persons with disabilities.

NUTRITIONAL SCIENCES
UNIVERSITY OF TORONTO, Department of Nutritional Sciences - Applications are invited for a tenure-stream appointment at the Assistant or Associate Professor level in the Department of Nutritional Sciences, Faculty of Medicine, University of Toronto. The successful candidate will begin in July 1996. Applicants should hold a PhD and have a strong background in nutritional biochemistry or physiology with an emphasis on metabolism. Applicants should have a proven ability to mount an independent research program and obtain peer reviewed funding. The successful candidate will be expected to participate in graduate and undergraduate teaching. Salary and rank will be commensurate with qualifications and experience. Applicants should send their curriculum vitae, with the names of three referees to: Dr. Heather MacLennan, Chair, Department of Nutritional Sciences, 160 College Street, University of Toronto, Toronto, Ontario, M5S 1A8. Application deadline is January 15, 1996. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

OBSTETRICS & GYNECOLOGY
MCILL UNIVERSITY - Director, Research Division, Department of Obstetrics and Gynecology - Royal Victoria Hospital and McGill University, invites applications for the position of Director of the Research Division. This is a tenure track academic position. The successful candidate will have broad experience in assisted reproduction and in setting up and running a specialized research program, including involvement in basic research and clinical research. The candidate should also have established experience in basic research using animal models of early human development, and the demonstrated ability to attract external research funding. The candidate is expected to have qualifications for appointment at the professorial level. This includes a PhD degree and a current university appointment with at least ten years experience. Please send a curriculum vitae, statement of research experience and research interests, and the names and telephone numbers of three referees to: Dr. S.L. Tan, Professor and Chairman, Department of Obstetrics and Gynecology, McGill University, 687 Pine Avenue West, Montreal, Quebec, H3A 1A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHYSICS
THE UNIVERSITY OF BRITISH COLUMBIA - Teaching Fellowship - the Department of Physics - The University of British Columbia, at B.C.'s Children's Hospital, is seeking an individual for a Teaching Fellow commencing July 1, 1996. Duties involve teaching in the undergraduate program and other educational responsibilities in the Department of Pediatrics. Research in medical education may be an option. This is a salaried full-time position based on 40 hours per week with no call duties. Three years of core pediatric training is required. Salary is commensurate with qualifications and experience. In accordance with its employment equity policy, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia encourages qualified women and minority applicants. Please send curriculum vitae to: Dr. Joan Fiske, UBC, Department of Pediatrics, B.C.'s Children's Hospital, Room 1012, 4480 Oak Street, Vancouver, BC, V6H 3V4. February 28, 1996.

PHARMACY & NUTRITION
UNIVERSITY OF SASKATCHEWAN - College of Pharmacy and Nutrition - Assistant Professor of Pharmacy Administration. The College of Pharmacy and Nutrition at the University of Saskatchewan is seeking applicants for a 12-month tenure track Faculty position. The successful candidate will be responsible for teaching and research in the area of pharmacy administration. The candidate should have a PhD in Pharmacy Administration or equivalent with an interest in developing scholarly activity in any area of pharmacy administration. The candidate will be given to applicants who also have a Pharmacy degree. Teaching responsibilities will include didactic instruction in pharmacy administration areas. These responsibilities include: managing, behavioral aspects of pharmacy practice, business principles and the health-care system. Scholarly activities are a significant part of the faculty advancement and the candidate will be expected to collaborate in research activities pertaining to pharmacy administration and practice. The successful candidate will hold a full-time position available July 1, 1996 or earlier with salary commensurate with experience. Qualified candidates are requested to forward their curriculum vitae, including the names of three referees to: Dr. Edward M. Hawes, Assistant Dean, College of Pharmacy and Nutrition, University of Saskatchewan, 107 Science Place, Saskatoon, SK S7N 3C9. The University is committed to Employment Equity and encourages applications from people of aboriginal descent, visible minorities, and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be accepted until March 15, 1996 or until the position is filled.

PHYSIOLOGY
UNIVERSITY OF BRITISH COLUMBIA - The Centre for Applied Biology at the Faculty of Graduate Studies, and the Faculty of Commerce at the University of British Columbia invite applications for a newly created Chair in Business Ethics. Rank, salary and tenure are open to negotiation. The position is available July 1, 1996 and starting date is flexible. This is a tenure track appointment and will require regular teaching, research, and service in the Faculty of Commerce and the Centre. Candidates should have a PhD, preferably in Philosophy, and a fundamental and demonstrated interest in business ethics research. It is expected that the successful candidate will integrate teaching and research in the context of the Centre. The Faculty and the business community are interested in applications, including resumes and addresses of three referees and a curriculum vitae, should be sent by February 15, 1996 to: Richard McChesney, Director, Centre for Applied Ethics, 1100-11th Avenue, Vancouver, BC V6Z 2G2. This deadline may be extended or the position may be advertised again if a suitable candidate is not found. UBC welcomes all qualified applicants, especially women, aboriginal peoples, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Centre for Applied Ethics, 221 - 6346 Agricultural Road, Vancouver, BC V6T 1Z2. Tel: (604) 822-5155; Fax: (604) 822-8227; E-mail: oet@ethics.ubc.ca.

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Philosophy at the Faculty of Graduate Studies, and the Faculty of Commerce at the University of British Columbia invite applications for a newly created Chair in Business Ethics. Rank, salary and tenure are open to negotiation. The position is available July 1, 1996 and starting date is flexible. This is a tenure track appointment and will require regular teaching, research, and service in the Faculty of Commerce and the Centre. Candidates should have a PhD, preferably in Philosophy, and a fundamental and demonstrated interest in business ethics research. It is expected that the successful candidate will integrate teaching and research in the context of the Centre. The Faculty and the business community are interested in applications, including resumes and addresses of three referees and a curriculum vitae, should be sent by February 15, 1996 to: Richard McChesney, Director, Centre for Applied Ethics, 1100-11th Avenue, Vancouver, BC V6Z 2G2. This deadline may be extended or the position may be advertised again if a suitable candidate is not found. UBC welcomes all qualified applicants, especially women, aboriginal peoples, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Centre for Applied Ethics, 221 - 6346 Agricultural Road, Vancouver, BC V6T 1Z2. Tel: (604) 822-5155; Fax: (604) 822-8227; E-mail: oet@ethics.ubc.ca.

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THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Plant Science - The University of British Columbia, invites applications for a tenure-track position as Assistant Professor. Appointment at a higher rank may be considered for a woman with exceptional qualifications. Candidates must have a PhD degree, background training in production agriculture, and a strong record of doctoral/post-doctoral experience in topics central to development of sustainable horticultural production systems. Expertise relevant to horticultural crops produced in British Columbia would be a definite asset. Preference will be given to candidates with excellent communication skills, a strong publication record, enthusiasm for teaching and demonstrated leadership qualities. Teaching requirements will include contributions to the department's undergraduate program in Plant Production and Protection and to the Faculty of Agricultural Sciences program in sustainable agriculture (Agroecology), as well as graduate teaching in the candidate's area of expertise. The candidate will be expected to establish a strong competitively-funded research program, to pursue opportunities for collaboration with other units at UBC, and to interact productively with staff of Agriculture and Agri-food Canada and provincial agencies, commodity groups and agribusiness.

HORTICULTURE DEPARTMENT OF PLANT SCIENCE
The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The position is subject to final budget approval. Anticipated starting date: September 1, 1996. Applications, which must include a curriculum vitae, a proposed research program and the names of three referees, should be submitted by February 15, 1996, to:

Dr. B.E. Ellis
Department of Plant Science
University of British Columbia
2367 Main Mall
Vancouver, BC V6T 1Z4

PHYSICS
THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Physics - The University of British Columbia, invites applications for a tenure-track position as Assistant Professor. Appointment at a higher rank may be considered for a woman with exceptional qualifications. Candidates must have a PhD degree, background training in production agriculture, and a strong record of doctoral/post-doctoral experience in topics central to development of sustainable horticultural production systems. Expertise relevant to horticultural crops produced in British Columbia would be a definite asset. Preference will be given to candidates with excellent communication skills, a strong publication record, enthusiasm for teaching and demonstrated leadership qualities. Teaching requirements will include contributions to the department's undergraduate program in Plant Production and Protection and to the Faculty of Agricultural Sciences program in sustainable agriculture (Agroecology), as well as graduate teaching in the candidate's area of expertise. The candidate will be expected to establish a strong competitively-funded research program, to pursue opportunities for collaboration with other units at UBC, and to interact productively with staff of Agriculture and Agri-food Canada and provincial agencies, commodity groups and agribusiness.

PHYSICAL ACTIVITY & SPORTS STUDIES
THE UNIVERSITY OF WINNIPEG - The Department of Physical Activity & Sports Studies - The University of Winnipeg, invites applications for a probationary tenure track position. Subject to budgetary approval, the position is effective July 1, 1996. Rank and salary commensurate with qualifications and experience. Applicants will have teaching expertise in one of the following areas: athletic, theory, health, sport administration, theory of coaching, sport sciences. Preference will be given to individuals with strong qualifications in athletic theory or strong competencies in the other areas. Applicants must possess a Master's degree (minimum), with PhD preferred. Demonstrated research ability is an asset. Our program serves Education students as well as Arts students pursuing a Sports major. Our department has a strong commitment to teaching excellence. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should, by March 1, 1996, send a curriculum vitae including three letters of reference to: End Broom, Acting Coordinator, Physical Activity and Sports Studies, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E6. Fax: 264-7837-7666.

PHYSICAL EDUCATION
BROCK UNIVERSITY - The Department of Physical Education is seeking applicants for a tenure track position at the rank of assistant professor, subject to budgetary approval. At the University of Philosophy, Faculty of Arts, Department of Philosophy, Applications are invited for a tenure-track position as Assistant Professor. Appointment at a higher rank may be considered for a woman with exceptional qualifications. Candidates must have a PhD and a strong record of doctoral/post-doctoral experience in topics central to development of sustainable horticultural production systems. Expertise relevant to horticultural crops produced in British Columbia would be a definite asset. Preference will be given to candidates with excellent communication skills, a strong publication record, enthusiasm for teaching and demonstrated leadership qualities. Teaching requirements will include contributions to the department's undergraduate program in Plant Production and Protection and to the Faculty of Agricultural Sciences program in sustainable agriculture (Agroecology), as well as graduate teaching in the candidate's area of expertise. The candidate will be expected to establish a strong competitively-funded research program, to pursue opportunities for collaboration with other units at UBC, and to interact productively with staff of Agriculture and Agri-food Canada and provincial agencies, commodity groups and agribusiness.

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PHYSICAL EDUCATION DEGREE PROGRAM AT BROCK UNIVERSITY focuses on the principles of Rudolf Laban, candidates with a movement education background will be given higher priority. We are seeking candidates with the ability to contribute to the areas of education, symposiums and developmental courses and with expertise in the area of aging, populations with special needs, and/or exercise physiology. Applicants must have a doctorate for most completed and a master's for a started research program. Salary will be commensurate with qualifications and experience. The closing date for applications is Monday, January 23, 1996. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae and resumes of three referees to: Dr. Paulette Côté-Laurien, Chair, Department of Physical Education, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Qualified women and men are equally encouraged to apply. Smoking at Brock University is strictly controlled.

UNIVERSITY OF MANITOBA - The Faculty of Physical Education and Recreation Studies is seeking an experienced individual who has demonstrated excellence in teaching and is highly skilled and experienced in the area of elementary physical education and physical activity, health and wellness for the Physical Education Degree Program. The successful applicant will be required to teach a combination of courses related to elementary physical education methods, current research in children's physical activity, elementary movement education, and physical activity and health. Candidates must hold a doctorate in physical education or a related discipline, have a strong background in the practice of teaching physical education, and demonstrate human relations skills, and should have demonstrated ability to collaborate with graduate students, researchers and professionals in elementary physical education and physical activity, health and wellness research. The position is tenure track at the rank of Assistant or Associate Professor with duties to start July 1, 1996. The current salary range is \$33,328 to \$53,300, and is dependent upon qualifications and experience. The position is subject to final budget approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and persons with disabilities. The University of Manitoba offers a smoke free work environment, save for specially designated areas. The adviser:

MISSISSAUGA CAMPUS, ERINDALE COLLEGE
UNIVERSITY OF TORONTO PROFESSIONAL WRITING
University of Toronto, Mississauga Campus, Erindale College, Professional Writing Program, invites applications for a contractually limited 3-year appointment at the rank of Assistant Professor, beginning July 1, 1996. PhD is required as well as clear and substantial evidence of excellence in teaching on writing and/or communications and excellence in the teaching of writing in a university setting. Duties include teaching of undergraduate courses and delivery of writing workshops for faculty in other disciplines. Salary range commensurate with qualifications. Applications, including a Curriculum Vitae, a teaching portfolio or dossier, and the names of three referees should be sent to Professor C.J. Houston, Associate Dean, University of Toronto at Mississauga, Erindale College, Mississauga, Ontario L5L 1C6. Closing date of applications is February 15, 1996. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

ASSISTANT PROFESSOR DEPARTMENT OF SOCIOLOGY
The Department of Sociology, University of New Brunswick, invites applications for a limited term appointment (pending budgetary approval) effective July 1, 1996 to June 30, 1997 at the Assistant Professor level. Qualifications include completion of the PhD degree. Salary will be commensurate with experience and qualifications. This position involves teaching introductory sociology and the ability to teach courses in some of the following areas: Social Statistics, Culture, Media, Criminology, although other areas are open. Include in your application, a curriculum vitae, writing sample, and names of three referees. Any evidence you can provide of previous teaching effectiveness will strengthen your application. Closing date is February 9, 1996 or when position is filled. Send your application to: The Chair, Department of Sociology, University of New Brunswick, Fredericton, New Brunswick E3B 5A3. FAX: (506) 453-4659; PHONE: (506) 453-4849.

UNIVERSITY OF NEW BRUNSWICK
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PHYSICS
THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the province. Its regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 72,000). The Physics Program at UNBC has created the new postdoctoral position to focus on investigating the dynamics of friction of sliding metal interfaces. Beginning as early as March 1, 1996, this one year position offers the possibility for a second year contingent upon the availability of funding. You must have a strong theoretical background in statistical mechanics and condensed matter physics. Salary is commensurate with experience and will be no less than \$23,000 per annum. Please send a curriculum vitae including a list of previous research experience and theoretical training, as well as three letters of reference, to: Dr. M. Shegelsky, Physics Program, University of Northern British Columbia, 333 University Way, Prince George, BC V2N 4Z6. Phone: (604) 960-5545. The closing date for applications is January 31, 1996. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

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CLASSIFIEDS

1996, subject to final budgetary approval. We are searching for an individual of outstanding background and exceptional promise who will establish a vigorous independent research program and who has a commitment to undergraduate and graduate teaching. Excellent candidates in any area of specialization that will complement and interact with existing programs will be given serious consideration. There is some preference for a candidate in the field of cognitive neuroscience and related areas. The present condensed research group consists of twenty-two full time faculty with broad research interests. The Physics Department home page can be accessed via <http://www.physics.utoronto.ca>. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is an equal opportunity employer and encourages applications from women and minorities. Applicants should send their curriculum vitae, publication list, a short statement of teaching and research interests and the names of at least three referees to Professor Robert Frindt, Chair, Department of Physics, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6 by January 15, 1996.

POLITICAL SCIENCE

THE UNIVERSITY OF LETHBRIDGE—Faculty of Arts and Science, Department of Political Science, invites Assistant Professor or at least one to be a tenure-track position beginning July 1, 1996, subject to budgetary approval (the other) will be ten-month term appointment beginning August 1, 1996. PhD in Political Science, commitment to scholarship and teaching in a university with good opportunities for research and scholarly activity, ability to teach courses in comparative Canadian government and politics, Canadian public policy, public administration, political behavior, comparative politics, developing nations, and political theory. The successful candidates will be expected to teach introductory and advanced courses in the above-mentioned fields and to develop a continuing research program in Political Science. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching and research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current salary for an Assistant Professor is \$37,350.00 per annum. Applicants should send a letter describing interest and qualifications in all areas of teaching competence, and attach a curriculum vitae, transcripts, course outlines, teaching evaluations, and a statement of teaching philosophy. In addition, applicants should include a letter of reference from Dr. E. Wilkings, Chair, Department of Political Science, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. The closing date for applications is January 31, 1996.

YORK UNIVERSITY, Faculty of Arts, Department of Political Science, Applicants are invited for a contractually limited position as a lecturer or assistant professor in International Relations. Of particular interest are candidates with specializations in the combination of the following areas: international relations theory, conflict and security, international political economy, multilateralism, global order, Canadian foreign and defense policy, U.S. foreign policy, and global issue. Appointment for a one year contract to commence July 1, 1996. Requirements: PhD or equivalent. Salary: Commensurate with qualifications. Applicants should send a curriculum vitae, appropriate samples of their scholarship, teaching evaluations, and letters of reference to three referees, to: Prof. Harvey G. Simmons, Chair, Department of Political Science, Faculty of Arts, 4660 Keele Street, North York, Ontario M3J 1P3. Deadline for applications is Feb. 1, 1996. This appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA—Department of Political Science. Applicants are invited for a tenure-track position at the level of Assistant Professor in the field of gender and politics (including feminist theory) within any sub-field of political science. The position is available effective July 1, 1996, for an initial appointment of three years (subject to budgetary approval). PhD considered or to be completed by the time of appointment. The position could be upgraded to a higher rank for an outstanding scholar. Salary will be commensurate with qualifications. Applicants should send curriculum vitae and arrange for letters from at least three referees to be sent to Prof. D. Evans, Acting Head, Department of Political Science, University of British Columbia, Vancouver, B.C. V6T 1Z1. Deadline for receipt of applications is January 15, 1996. UBC welcomes applications from individuals, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

PSYCHIATRY

UNIVERSITY OF BRITISH COLUMBIA—Academic Child and Adolescent Psychiatry. The Department of Psychiatry, University of British Columbia is seeking to recruit an Academic Psychiatrist with strong leadership skills in the area of research. This is a full time, tenure track position. The Division of Child Psychiatry is located at BC Children's Hospital where there is a variety of inpatient (23 beds) and outpatient services (5 subspecialty outpatient clinics). The Division currently has 20 clinical members as well as two full time faculty. The Division provides research care services for the child and adolescent population of British Columbia as well as teaching both undergraduate and post graduate students. Clinical research has recently been enhanced and consolidated and we are now seeking an individual to lead our research programs. Appropriate research support will be supplied from BC Children's Hospital, the University of British Columbia and the B.C. Research Institute for Child and Family Health. Salary and rank will be commensurate with qualifications and experience. This position is subject to final budgetary approval. The successful candidate will have an established research record as well as holding significant current peer reviewed grants. They will be expected to lead the research initiative of the Division of Child and Adolescent Psychiatry.

Current research interests of the division are: Attention Deficit and Hyperactivity Disorder, Mood Disorders or Neuropsychiatry. Applicant should submit a copy of their curriculum vitae, a brief statement of their current research interests and the name of three referees to: Dr. Berdy Smith, Head, Division of Child & Adolescent Psychiatry, Department of Psychiatry, University of British Columbia, BC Children's Hospital, 4450 Oak Street, Vancouver, B.C. V6H 3V4 by December 31, 1995, with a start date of July 1, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes applications from individuals, especially women, aboriginal people, visible minorities and persons with disabilities.

PSYCHOLOGY

TRINITY WESTERN UNIVERSITY—The Graduate Counselling Program of Trinity Western University invites applications for two tenure-track positions. One position will be in the area of Marriage and Family counselling. The other position will be in the area of tests and measurements and school psychology. Candidates must have completed their PhD and have some experience in graduate teaching and an active program research. Both positions begin August 15, 1996. Closing date February 15, 1996. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. CV's and letters of reference should be addressed to: Dr. Paul Wong, Trinity Western University, 7600 Glover Road, Langley, B.C. V2Y 1Y1 (604) 888-7511. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens or permanent residents.

UNIVERSITY OF BRITISH COLUMBIA—Department of Psychology at the University of British Columbia invites applications for a tenure-track position in Social Psychology at the Assistant Professor level beginning July 1, 1996, subject to final budgetary approval. The appointment can also be considered at the rank of Full Professor. The successful candidate will have exceptional qualifications. The position in Social Psychology is broadly construed to include, for example, links to culture, health, and personality. We seek an individual with a strong research record, and the responsibilities are those appropriate to a research-oriented doctoral program and include supervision of graduate student research and undergraduate and graduate teaching. Salary will be commensurate with experience. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae, samples of their scholarly work, and at least three letters of recommendation to: Chair, Faculty Search Committee, Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, B.C. V6T 1Z4, Canada. The closing date for applications is January 15, 1996. **UNIVERSITY OF BRITISH COLUMBIA**—The Department of Psychology at the University of British Columbia invites applications for a tenure-track position in Biopsychology at the Assistant Professor level beginning July 1, 1996. The appointment can also be considered at the rank

of Full Professor for a female applicant with exceptional qualifications. The position in Biopsychology is directed towards research into the neural correlates of learning, memory, motivation, or emotion, and research on the development of the brain. We seek an individual with a strong research record, and the responsibilities are those appropriate to a research-oriented doctoral program and include supervision of graduate student research and undergraduate and graduate teaching. Salary will be commensurate with experience. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae, samples of their scholarly work, and at least three letters of recommendation to: Chair, Faculty Search Committee, Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, B.C. V6T 1Z4, Canada. The closing date for applications is January 15, 1996.

THE UNIVERSITY OF LETHBRIDGE—Faculty of Arts and Science, Department of Psychology. Assistant Professor: tenure-track appointment beginning July 1, 1996. The position is in the area of specialization in Psychology required. Area of specialization is open, but the successful candidate is expected to contribute to teaching in the Department of Psychology, especially in the areas of specialization in methodology and introductory psychology, in addition to supervising student research. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current salary for an Assistant Professor is \$37,350.00 minimum per annum. Applicants, including a curriculum vitae, transcripts, sample of scholarly work, and three letters of reference should be sent to: Dr. John Volney, Chair, Department of Psychology, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4. The closing date for applications is January 31, 1996.

UNIVERSITY OF WINNIPEG—The Department of Psychology at the University of Winnipeg invites applications for a tenure track position at the Assistant or Associate rank. Applications from individuals with a PhD in Psychology will be considered. Willingness to lead research methods in addition to the applicants area of specialization would be an asset. Applicants must be committed to teaching and have a demonstrated record of research productivity. Recent appointments to the Department have either earned with grant funding or made successful applications in their first year. Subject to budgetary approval, the appointment will be effective July 1, 1996. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The closing date for applications is January 15, 1996. Applications, in the form of a curriculum vitae, three letters of reference, and representative reports should be sent to: Dr. Hinton Bradbury, Chair, Department of Psychology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9.

CONCORDIA UNIVERSITY—The Department of Psychology at Concordia University invites applications for a tenure-track position at the Assistant Professor level beginning August 1, 1996, pending budgetary approval. Applicants should have an active research programme in either Human Neuropsychology or Developmental Psychology. The doctoral program is a graduate of APA/ACA accredited clinical PhD programs with an interest in teaching students in our clinical graduate program. The training program in clinical psychology is fully accredited by CPA and APA. The Department offers both M.A. and PhD degrees. Among the department's many active research programs are two major research centres: the Centre for Research in Human Development and the Centre for Studies in Behavioral Neuropsychology. Applicants will be considered from December 1, 1995, until the position is filled. Send a letter of application, a curriculum vitae, representative publications and three letters of reference to: Dr. Alex Schwartzman, Chair, Department of Psychology, Concordia University, 7141 Sherbrooke St. West, Room PM 123-14, Montreal, Quebec, Canada, H6B 1B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. The closing date for applications is January 15, 1996.

UNIVERSITY OF ALBERTA—Department of Psychology. The University of Alberta is seeking to fill three tenure-track positions in Cognitive Neuroscience at the Assistant Professor level. The first appointment will be effective July 1, 1996. The second and third appointments will take effect July 1, 1997. Candidates should have a strong interest in neuroscience with demonstrated excellence and ongoing research programs. The expectation is that the successful candidate will secure research funding, including teaching. Hiring decisions will be made on the basis of demonstrated research capability, teaching ability and the potential for interactions with colleagues. Applicants should have an expertise in any of the following or related areas: perception, language, neural plasticity, development and aging, attention, memory, cognitive memory. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The closing date for applications is January 15, 1996. Applicants should send a curriculum vitae, the names of at least three referees, a statement of current and future research plans, and reports or recent publications, to the Chair of the Cognitive Neuroscience Search Committee, Department of Psychology, P-220 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2G9. Applications for the initial committee should be received by December 31, 1995. PhD must be completed by July 1, 1996. U of A is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

RECREATION STUDIES

UNIVERSITY OF MANITOBA—The Faculty of Physical Education and Recreation Studies is seeking an experienced individual who has demonstrated excellence in teaching and scholarship and has experience in the area of community recreation and leisure service management for the Recreation Studies Degree Program. The successful applicant will be required to teach courses related to community recreation, leisure service management, marketing and concepts of leisure and recreation. Candidates must hold a doctorate in Recreation or a related discipline, have a strong background in the professional practice of recreation, have well developed interpersonal skills, and should have demonstrated ability to collaborate with researchers and professionals in recreation and leisure research. The position is tenure track at the rank of Assistant Professor with duties to start July 1, 1996. The current salary range is \$35,328 to \$53,300 and is dependent upon qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University of Manitoba offers a smoke free work environment, save for specially designated areas. The advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is January 15, 1996.

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PUBLISHER'S STATEMENT OF DECLARATION

The publisher will not accept advertisements of academic products, restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except where the language has been mandated by human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, the publisher of the Bulletin will attempt to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal people, persons with disabilities and visible minorities. As a result, applications for those positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those universities can be obtained by writing to AAUP Suite 500, 1202 - 14th St. N.W., Washington, DC 20005, Tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces académiques limitant les applications en fonction de la race, de l'origine nationale, de la religion, du sexe, de l'âge, du statut marital, de l'appartenance ethnique, de l'handicap, de l'orientation sexuelle, de l'origine sociale ou de convictions politiques, sociales, politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient ouverts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que le loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cet égard, les applications pour les postes annoncés dans le Bulletin de l'ACPPU de fournir des renseignements de caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perspective de la liberté universitaire et de la liberté académique varie d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur les prétendues violations de la liberté universitaire, il n'existe aucune méthode pour permettre de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censure, veuillez écrire à l'AAUP, Suite 500, 1202 14th St. N.W., Washington, DC 20005, Tel: 202-737-5900.

ADVERTISING DEADLINES

The Bulletin is published 10 times during the academic year: 1st week of each month September through June.

FEB	MAR	APR
CLASSIFIED Jan 8/96 - 12 pm	CLASSIFIED Feb 9/96 - 12 pm	CLASSIFIED Mar 8/96 - 12 pm
DISPLAY Jan 15/96 - 12 pm	DISPLAY Feb 16/96 - 12 pm	DISPLAY Mar 15/96 - 12 pm

DATES LIMITES

Le Bulletin est publié dix fois pendant l'année universitaire, soit la première semaine de chaque mois, de septembre à juin.

FÉV	MAR	AVR
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GRANDES ANNONCES 15 jan/96 - 12h00	GRANDES ANNONCES 16 fév/96 - 12h00	GRANDES ANNONCES 15 mar/96 - 12h00

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ANNONCES CLASSÉES

Studies Degree Program has a staff complement of 6 FTE and approximately 120 undergraduate students. A graduate program in the proposal review process. Applicants should submit a curriculum vitae and provide names and phone numbers of references to be received no later than February 28, 1996 to Professor Jack Harper, Head, Recreation Studies Degree Program, Faculty of Physical Education and Recreation Studies, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Phone (204) 474-8636 or Fax (204) 735-2152.

RELIGION

CONCORDIA UNIVERSITY — The Department of Religion announces a limited-term position in Jewish Studies, commencing on August 1, 1996 and terminating on May 31, 1997 to be filled at the Assistant Professor level. Candidates should have completed a doctorate with training in the area of Judaism in late Antiquity. Some expertise in Hebrew Bible would be desirable. A commitment to the comparative and social-scientific study of religions is expected. The specific area of candidates' research is open. The candidate will be expected to teach graduate and undergraduate courses as well as participate in the intellectual and administrative life of the department. Please submit a CV and three letters of recommendation to: Prof. Dr. Robert J. Gagnier, Department of Religion, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. Tel: (514) 344-2000, Fax: (514) 344-4531; email: rgagnier@religion.concordia.ca. Deadline for submissions is January 15, 1996. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. Hiring for this position is subject to budgetary approval.

RELIGIOUS STUDIES

ST. THOMAS MORE COLLEGE, University of Saskatchewan, invites applications for a two-year term position, subject to funding approval, in the area of Eastern Christianity effective July 1, 1996 at the rank of Assistant Professor, PhD or near completion required. The capability to teach in other areas of Religious Studies, such as World Religions, together with the ability to participate in interdisciplinary programs, is required. St. Thomas More College is a Roman Catholic liberal arts college, coeducational, with a strong commitment to the University of Saskatchewan. Potential applicants should feel comfortable working in this environment. Applications, including a curriculum vitae, a statement of teaching and research interests, and the names of three referees, should be sent to: Dr. C.M. Foley, St. Thomas More College, University of Saskatchewan, 1437 College Drive, Saskatoon, SK, S7N 0W6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The College welcomes diversity and encourages applications from all qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. The deadline for applications is 28 February 1996.

UNIVERSITY OF ST. JEROME'S COLLEGE — Department of Religious Studies. Applications are invited for a tenure track position in Religious Studies at the level of Assistant Professor to commence on July 1, 1996. The successful candidate will have a PhD in Religious Studies with specialization in the area of religion and Canadian society, interreligious dialogue in the Canadian context and twentieth century Roman Catholicism. Salary will be at the current Assistant Prof. of \$38,913 negotiable according to experience. Applications together with the names of three referees should be mailed to: Dr. Michael W. Higgins, Academic Dean, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3 by February 15, 1996. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of St. Jerome's College to fill its vacancies with recent PhD graduates whenever possible. Applications from women candidates are particularly welcome. This appointment is contingent upon available funding.

SOCIAL WORK

LAKEHEAD UNIVERSITY — Applications are invited for a probationary (tenure track) appoint-

ment in the Department of Social Work commencing August 1, 1996. The Department emphasizes a unique northern, task-centred ecological systems approach to social work practice and wishes to attract individuals with academic and administrative leadership abilities and an interest in developing and enriching curriculum in the areas of practice and research. Salary and rank will be commensurate with qualifications and experience. Successful applicants should have a PhD (D.S.W.) in Social Work. This position is subject to final budgetary approval. Applicants should submit a curriculum vitae, including names, addresses and telephone numbers of three referees to: Dr. J. Gellert, Dean of Arts and Science, Lakehead University, 555 Oliver Road, Thunder Bay, Ontario, P7B 5A1. Closing date for applications is February 9, 1996. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

SOCIOLOGY

UNIVERSITY OF ALBERTA — The Department of Sociology at the University of Alberta is seeking a criminologist specializing in criminal justice for a tenure-track appointment at the junior Assistant Professor level commencing July 1, 1996 (1995-96 base salary, Assistant Professor, \$33,230). The successful candidate will have an active research program including publications in one or more of the following areas: juvenile delinquency, law enforcement, courts, penal institutions, aftercare and treatment; and will primarily teach core undergraduate and graduate courses in Canadian criminal justice and corrections. PhD is required preferably in Sociology. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit a letter of application together with a curriculum vitae of this nature, three letters of reference, to: Professor Baha Abu-Laban, Chair, Department of Sociology, University of Alberta, Edmonton, Alberta T6G 2H4. Fax: (403) 492-7196 or email: cabu@ualberta.ca or cabu@ualberta.ca. Applications close on February 15, 1996. The University of Alberta is committed to the principle of equity in employment. An employer or an employee diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

ST. THOMAS MORE COLLEGE — The Department of Sociology, St. Thomas More College, Saskatoon, invites applications for a tenure track position at the rank of Assistant Professor to begin July 1, 1996. St. Thomas More College is a Roman Catholic liberal arts college federated with the University of Saskatchewan. We are looking for someone with expertise in the area of the sociology of the family and the sociology of religion. Preference will be given to a candidate who indicates a willingness to work in interdisciplinary programs. Candidates should have completed a PhD or be near completion. Responsibilities will include undergraduate and graduate teaching, research leading to publication, supervision of graduate students and administrative responsibilities. Inquire, including a curriculum vitae and three letters of reference, should be sent to: Ron Giffin, Chair, Department of Sociology, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6. Closing date for application is February 28, 1996. This appointment is subject to available funding. The University of St. Thomas More College is committed to the principle of equity in employment and invites applications from all qualified individuals.

MCMASTER UNIVERSITY — The Department of Sociology at McMaster University invites applications for a tenure-track position beginning July 1, 1996 pending budgetary approval. Rank for this position is at the level of Assistant Professor. We are looking for someone with experience in the area of organizations. The successful applicant for this position will have completed a PhD and demonstrated competence in the area by means of publications, research and teaching. The ability to teach quantitative, qualitative and historical methods at the undergraduate level will be an asset. A significant interest in issues of social policy also would be desirable. Responsibilities will include undergraduate and graduate teaching, research leading to publication, supervision of graduate students and

administrative responsibilities. Inquiries, including a curriculum vitae and three letters of reference, should be sent to: Prof. Cyril Levitt, Chair, Department of Sociology, McMaster University, Hamilton, Ontario, L8S 4M4. This position has been cleared for advertising at the two-level level. According to the advertisement, invited from qualified individuals regardless of their immigration status in Canada. Closing date for applications is January 31, 1996. McMaster University is an equal opportunity employer and offers a non-smoking environment. The current salary for an Assistant Professor is \$37,550.00 minimum per annum. Salary and rank will be commensurate with qualifications and experience. Successful applicants should have a PhD in Sociology and a minimum of five years' teaching and research experience. The University of Lethbridge — Faculty of Arts and Science, Department of Modern Languages, Spanish, Assistant Professor, ten-month term appointment beginning August 1, 1996. PhD required. Areas of specialization: open, with a preference for those who can teach social theory, culture and deviance, minorities or gender equity. A strong commitment to both teaching and scholarship is required. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching and research. The University is an equal opportunity employer and offers a non-smoking environment. The current salary for an Assistant Professor is \$37,550.00 minimum per annum. Salary and rank will be commensurate with qualifications and experience. Successful applicants should have a PhD in Sociology and a minimum of five years' teaching and research experience. The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. The closing date for applications is January 31, 1996.

THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Modern Languages, Spanish, Assistant Professor, ten-month term appointment beginning August 1, 1996. PhD required. Areas of specialization: open, with a preference for those who can teach social theory, culture and deviance, minorities or gender equity. A strong commitment to both teaching and scholarship is required. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching and research. The University is an equal opportunity employer and offers a non-smoking environment. The current salary for an Assistant Professor is \$37,550.00 minimum per annum. Salary and rank will be commensurate with qualifications and experience. Successful applicants should have a PhD in Sociology and a minimum of five years' teaching and research experience. The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. The closing date for applications is January 31, 1996.

QUEEN'S UNIVERSITY — The Department of Sociology at Queen's University is seeking applications for a tenure-track appointment at the Assistant Professor level, focusing on the sociocultural aspects of communication and information technology (CTI), commencing July 1, 1996. Salary will be commensurate with experience and qualifications. Duties include undergraduate and graduate teaching and supervision and conducting research in the CTI field with emphasis on globalization, cultural industries, the relationship between communication technology and contemporary culture, and telecommunication policy. A strong background in sociology, especially social theory, is a requirement. The Department of Sociology is first cohort into the PhD program in the fall of 1996; one of the concentrations in the PhD program is the sociology of communication and information technology. Applications, including a curriculum vitae and names of three referees, should be sent to: Professor Elia Zurek, Chairperson, Department of Sociology, Queen's University, Kingston, Ontario, K7L 3N6. The closing date for receipt of applications has been extended to February 12, 1996. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcoming diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities.

SPANISH

THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Modern Languages, Spanish, Assistant Professor, ten-month term appointment beginning August 1, 1996, subject to budgetary approval. PhD in Spanish required in one of the following areas: literature, culture and civilization. The successful applicant will have native or near-native fluency in Spanish and English and preferably some experience teaching Spanish as a second language at the post-secondary level. Strong commitment to and appropriate record of scholarship and original research required. We are particularly interested in candidates possessing demonstrated expertise in past cultures of the contemporary and various aspects of Latin America. Competency in French would also be a welcome asset. The successful applicant will be required to teach introductory and intermediate courses in Spanish language, literature and culture and will be expected to develop and offer an introductory course in Latin American Studies to be taught in English. This is

an excellent career opportunity for a highly motivated, imaginative and enthusiastic individual committed to undergraduate education and having an enthusiastic interest in promoting Latin American Studies. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching and research. The University is an equal opportunity employer and offers a non-smoking environment. The current salary for an Assistant Professor is \$37,550.00 minimum per annum. Salary and rank will be commensurate with qualifications and experience. Successful applicants should have a PhD in Sociology and a minimum of five years' teaching and research experience. The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. The closing date for applications is January 31, 1996.

STATISTICS

SIMON FRASER UNIVERSITY — The Department of Mathematics and Statistics of Simon Fraser University invites applications for a tenure track position in Statistics at the rank of Assistant Professor. Applicants are expected to have completed a PhD degree at the time of appointment and to be able to demonstrate strong potential in both teaching and research. Skill and experience in applications and statistical computing would also be an asset. Information on the statistics group in the department can be found on the World Wide Web site, <http://www.math.ubc.ca/statistics/home.htm>. The position, which is subject to budgetary approval, has an intended starting date of September 1, 1996. Interested applicants should submit a curriculum vitae, a statement of research interests, and three letters of reference sent to: Dr. Patricia Chuey, Chair, Department of Statistics, The University of British Columbia, 118 St. George Street, Vancouver, BC V6T 1Z2. The closing date for applications is January 31, 1996.

THE UNIVERSITY OF BRITISH COLUMBIA — Department of Statistics, 1955-36 Job Advertisement. We are seeking a tenure-track Assistant Professor, post-doctoral fellowships, seasonal lecturers and visiting positions for the year starting July 1, 1996. We are particularly interested in candidates with a PhD in Statistics and a minimum of five years' teaching and research experience. CV and 3 letters of reference by March 1, 1996 to Committee on Appointments, Department of Statistics, 333-6156 Agricultural Road, University of British Columbia, Vancouver, BC, V6T 1Z2. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is

directed to Canadian citizens and permanent residents of Canada.

ST. FRANCIS XAVIER UNIVERSITY — Department of Mathematics and Computing Sciences, Tenure Track Position in Statistics. Applications are invited for a tenure track position at the Assistant Professor level. This position is subject to budgetary approval. Candidates must have a PhD in Statistics (or be near completion) and must be able to teach courses in that area. The candidate is expected to assist in the curriculum development for Statistics. The department offers undergraduate major and honors degrees in mathematics and computing sciences. An interest in an individual that shows a strong commitment to high quality teaching. The academic background of the candidate should match the combined disciplines of the department in teaching as well as research. A candidate is expected to be able to attract external research funding. A current curriculum vitae and three letters of recommendation are required. An e-mail address should be included. Recent PhD's should include a copy of their transcripts. Deadline for applications is 15 January 1996. Please send application to: Dr. Ermet J. Shuehgal, Chair, Department of Mathematics and Computing Sciences, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, B2G 2W5, Canada; e-mail: ESXUEH@UJULIETX.CA. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

STATISTICS & ACTUARIAL SCIENCE

UNIVERSITY OF WATERLOO — Statistics and Actuarial Science. Applications are being accepted for a tenure track or definite term position in Statistics at the Assistant Professor level. Applicants must have a PhD in statistics, statistical computing or probability with proven ability in, or potential for research, and good teaching and communication skills. Duties include undergraduate and graduate teaching, and development of an independent research program. Salary commensurate with qualifications and experience. This appointment is subject to the availability of funds. Appointments effective July 1, 1996 or later. The closing date for applications is January 31, 1996. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor K.S. Brown, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

SURGERY

THE UNIVERSITY OF ALBERTA, jointly with the Capital Health Authority, is presently accepting applications for the position of Academic Trauma/Critical Care Surgeon, Division of General Surgery, Department of Surgery,

University of Alberta. The successful applicant must have fulfilled the fellowship qualifications of the Royal College of Physicians and Surgeons in General Surgery. A sixty percent time commitment to research is expected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment will be made at the level of Assistant Professor (minimum \$39,210) or Associate Professor (minimum \$48,780). Final income will be negotiated on the basis of clinical activity, research and teaching production. Applicants should reply by January 15, 1996, enclosing a recent curriculum vitae and the names of three referees to: Dr. S.M. Hamilton, Walter Scharf, Macleod Health Sciences Centre, 2028, Wilfrid Macleod Health Sciences Centre, 8400-112 Street, Edmonton, Alberta T6G 2B7. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities and members of visible minorities.

WOMEN'S STUDIES

THE UNIVERSITY OF WINNIPEG — The Women's Studies Program at the University of Winnipeg invites applicants for a tenure track position at the rank of Assistant Professor. Subject to budgetary approval, this appointment is effective July 1, 1996. Salary commensurate with qualifications and experience. Our governing interdisciplinary program requires individuals able to teach introductory courses, feminist theory and research methods and develop new interdisciplinary senior courses. The position may be made into a joint appointment with a disciplinary department, depending on the candidate. Candidates should have a PhD or equivalent, a strong research record and experience teaching in an interdisciplinary program. Women, persons with disabilities, visible minorities and aboriginal peoples are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should, by January 15, 1996, send a curriculum vitae, including three letters of reference to: Deborah Stenica, Coordinator Women's Studies Program, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9.

ACCOMMODATIONS

CAPE TOWN — Suburbal Rental: 2 bedroom furnished Victorian townhouse. Close to UCT and archives. Available Jan. to July '96 \$400/month plus utilities. Tel: (613) 322-6662. **VANCOUVER** 180 spacious penthouse for rent fully furnished close to UBC, shops and transportation. For visiting faculty, 4-6 months lease from Jan'96, \$1500/month, includes heat and hot water. Call: (604) 224-8342. **SABATICAL RENTAL** — Florence (Italy), historic, centre attractive one-bedroom apartment, Steps 24. Weekly Italian Lira \$50,000 all inc. monthly 1,400,000 plus unit. Spezzotti - 55-39-45739.

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THE DOROTHY C. LAM ENDOWED CHAIR IN SPECIAL EDUCATION

The Dorothy C. Lam Chair in Special Education is a Chair in the Faculty of Education recently approved and funded through the University's major fundraising campaign. The Faculty, one of the largest in Canada, offers programs leading to the PhD, Ed.D., M.A. and M.Ed. degrees, a Diploma in Education, and the B.Ed. degree with a recommendation for teacher certification.

Applications and/or nominations are invited for The Dorothy C. Lam Chair in Special Education. Candidates will be expected to be senior scholars with international reputations and distinguished research records. They should be acknowledged leaders in teaching and mentoring doctoral students and new faculty appointees. The area of expertise is open; however, individuals who study exceptionally from a perspective drawn from developmental or cognitive psychology are encouraged to apply. The successful individual will be expected to work collaboratively across the departments within the Faculty of Education and with other units in the University.

The term of the Chair is five years, renewable, and the appointment will be at the professional rank with tenure. The endowment includes some secretarial and research support, and a partial release from teaching. The appointment will be effective, July 1, 1996, or sooner.

The closing date for applications is December 31, 1995. However applications will be accepted until the position is filled.

The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Applications should be directed to:

Dr. Nancy Sheehan, Dean and Chair
Dorothy C. Lam Endowed Chair in Special Education Search Committee
Faculty of Education
University of British Columbia
2125 Main Mall
Vancouver, B.C., V6T 1Z4

Political Tampering with Post-Secondary Education Hardens Our Resolve

JOYCE LORIMER

IF THE FEDERAL AND PROVINCIAL GOVERNMENTS assumed the post-secondary sector would present no significant resistance to plans for Draconian cuts to transfer payments, the developments during this past fall must have given them cause for reconsideration. Since September the normal routine of the academic term has been disrupted by a 23-day strike of academic staff at the University of Manitoba, threat of strike at Mount Allison, and by extremely adversarial negotiations at Memorial and the University of Winnipeg. As *The Globe and Mail* noted in a mid-October editorial, "battles are brewing in several provinces among faculty, administrators and provincial governments."⁶

Provincial governments, responsible for higher education, have been quick to present their own version of these events to the media. University faculty have been characterized as 'hide-bound' and 'resistant to change.' The nature and purpose of tenure has been deliberately misrepresented. In the hands of the political spin doctors, incompetent economic management by the federal and provincial governments has suddenly become the fault of the very institutions which have carried the burden of research and development for the private sector and which continue to produce Canada's most employable citizens.

The verbal assaults launched against University of Manitoba faculty by the Filmon government reached a new and shameful low in political invective — but the Harris government in Ontario shows every sign of being able to equal it.

Perhaps the most useful message to come out of the University of Manitoba strike is that academic staff will not be cowed by such crude tactics. As teachers, researchers and academic librarians we are fully aware of what we have contributed to the social, economic, intellectual and cultural development of Canada since the 1950s. We are equally aware



that we have, in the last few years, increased our teaching productivity, expanded our research output and continued to participate in the collegial governance of our institutions, in spite of legislated wage freezes and rollbacks and of chronic underfunding by our federal and provincial governments. In short, we have, like other colleagues in the social services sector, retained our sense of what is owed to the standards of our profession even if our elected representatives have not.

It is precisely for this reason, that university faculty have begun to draw a line in the sand. We will continue to oppose moves to deregulate tuition fees which are not accompanied with actual (not vaguely promised) measures to provide accessibility for lower income students. We will demand that the federal government demonstrate commitment to its statements about the importance of research, by maintaining fi-

nancial support for the granting councils and the research infrastructure of universities. We will hold fast to measures for the achievement of employment equity regardless of moves by conservative, provincial governments to dismantle supportive legislation.

We may well be required to accept some downsizing of our institutions in the face of fiscal neglect. We will not, however, tolerate provincial government collusion with university administrations in arbitrary, secretive decision-making processes, which bypass open and accountable financial exigency and program redundancy procedures and threaten academic freedom. We will expect, as the International Labour Organization's recent decision against the government of Nova Scotia requires, that our federal and provincial governments develop mechanisms to preserve full and free collective bargaining for employees in the public sector.

As was discussed at CAUT's recent Council meeting, Canadian academic staff at the local, provincial and national association level have and will become yet more closely involved in coalitions committed to preserving the fundamental structures of social rights in this country.

Like the recent labour disruptions in the health sector in Alberta, the rumblings on university campuses are a sign of growing public discontent with the ideological refusal of both levels of government to distinguish between unnecessary expenditure and necessary social investment. Academic staff will not stand by quietly while the universities, or the health service or other social services critical to the well-being of Canadian society are allowed to decay, through inertia, cowardice or deliberate contrivance on the part of temporarily elected politicians. ■

* Can Our Universities Manage Change?, *The Globe and Mail*, Oct. 24, 1995.

Enseignement postsecondaire : les manigances politiques durcissent notre position

SI LES GOUVERNEMENTS FÉDÉRAL ET PROVINCIAUX ont présumé que le secteur de l'enseignement postsecondaire offrirait peu de résistance aux projets de coupes sèches dans les paiements de transfert, les derniers événements de l'automne leur auront sans doute donné matière à réflexion. Depuis septembre, les activités normales de la session universitaire ont été interrompues par une grève de 23 jours du corps universitaire de l'Université du Manitoba, par une menace de grève à l'Université Mount Allison et par des négociations très antagonistes aux universités Memorial et de Winnipeg. Pour reprendre un éditorial paru à la mi-octobre dans le *Globe and Mail*, le feu couve dans plusieurs provinces entre le corps professoral, les administrateurs et les gouvernements provinciaux.⁶

Les gouvernements provinciaux, dont relèvent l'enseignement postsecondaire, n'ont pas tardé à présenter leur propre version des faits aux médias. Ils ont qualifié les professeurs d'université de bornés et les ont accusés de résister au changement. Ils ont en outre déformé le but et la nature de la permanence. Aux yeux des doreurs d'image, l'incurie des gouvernements fédéral et provinciaux est soudain devenue de la faute des universités, celles-là mêmes qui se sont occupées de recherche et de développement pour le secteur privé et qui continuent de former les citoyens les mieux aptes à travailler du Canada.

En matière d'injures politiques, les attaques verbales du gouvernement Filmon contre les professeurs de l'Université du Manitoba ont battu tous les records. Tout indique, toutefois, que le gouvernement Harris, en Ontario, pourra les égarer.

La leçon la plus utile que nous pouvons peut-être tirer de la grève à l'Université du Manitoba est que le corps universitaire ne se laissera pas intimider par des tactiques aussi grossières. En tant que professeurs, chercheurs et bibliothécaires, nous sommes pleinement conscients de notre apport à l'évolution sociale, économique, intellectuelle et culturelle du Canada depuis les années 1950. Nous sommes également conscients que nous avons, au cours des dernières années, augmenté notre productivité en enseignement, accru nos réalisations en recherche et maintenu notre participation à la direction collégiale de nos établissements d'enseignement malgré des gels salariaux et des réductions salariales imposés par des lois et le sous-financement chronique exercé par nos gouvernements fédéral et provinciaux. En d'autres termes, à l'instar d'autres collègues du secteur des services sociaux, nous savons ce qui est dû aux normes de notre profession, au contraire de nos élus.

C'est précisément pour cette raison que les professeurs d'université ont commencé à dresser des barrières. Nous continuerons à nous opposer à la tendance à la déreglementation des frais de scolarité qui n'est pas assortie de mesures réelles, et non de vagues promesses, permettant aux étudiants à faible revenu d'accéder aux études postsecondaires. Nous exigerons du gouvernement fédéral qu'il prouve son engagement à donner suite à ses déclarations sur l'importance de la recherche en continuant de soutenir financièrement les conseils subventionnaires et les infrastructures de recherche des universités. Nous continuerons à revendiquer des mesures réalisant l'équité en matière d'emploi, peu importe les initiatives des gouvernements provinciaux conservateurs pour défaire les lois à cet effet.

Face à cette négligence financière, il se peut fort bien que nous devions accepter une rationalisation de nos universités. Toutefois, nous ne tolérerons pas la collusion entre le gouvernement provincial et les administrations universitaires dans le cas de décisions arbitraires, prises sous le sceau du secret, qui évitent des procédures libres et responsables en matière d'urgence financière et d'excédent de programmes et qui menacent la liberté universitaire. Nous attendrons de nos gouvernements fédéral et provinciaux qu'ils mettent en oeuvre des mécanismes de protection de la négociation collective, franche et libre, pour les fonctionnaires, dans la foulée de la décision récente de l'Organisation internationale du travail contre le gouvernement de la Nouvelle-Écosse.

Comme il a été discuté à la dernière assemblée du Conseil de l'ACPPU, les universitaires canadiens membres d'associations locales, provinciales et nationales forment des coalitions et continueront de le faire dans le but de préserver les structures fondamentales des droits sociaux du pays.

À l'instar des récentes interruptions de travail dans le secteur de la santé en Alberta, le mécontentement prévalant sur les campus universitaires indique que la population est de plus en plus insatisfaite du refus idéologique des deux paliers de gouvernement de faire la distinction entre les dépenses inutiles et les investissements sociaux nécessaires. Le corps universitaire ne demeurera pas inactif devant le dépeuplement des universités, des services de santé ou sociaux, si importants au bien-être de la société canadienne, et qui est attribuable à l'inertie, à la lâcheté ou aux stratagèmes de politiciens temporairement élus. ■

* «Can our Universities Manage Change?» *The Globe and Mail*, 24 oct. 1995.